

**AGREEMENT
BETWEEN
THE HERRICKS
TEACHERS' ASSOCIATION
TEACHING ASSISTANTS
AND
THE HERRICK UNION FREE
SCHOOL DISTRICT**

CONTRACT

EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2024

TABLE OF CONTENTS

<u>ARTICLE NUMBER</u>	<u>TITLE</u>	<u>PAGE</u>
1	AGREEMENT	1
2	RECOGNITION	1
3	ASSOCIATION BUSINESS	1
4	DUES DEDUCTION	1
5	ACCESS TO INFORMATION	2
6	FACILITIES	2
7	PROCEDURES	3
8	RECORDS AND EVALUATION	3
9	SALARY	3
10	CHANGE IN EMPLOYMENT CONDITIONS	4
11	INSURANCE	4
12	RETIREMENT BENEFIT	5
13	LEAVES OF ABSENCE	6
14	CONFERENCES	9
15	GRIEVANCE PROCEDURES	9
16	TEACHING ASSISTANT PROTECTION	11
17	IN-SERVICE CREDITS	11
18	WORK SCHEDULE	11
19	TEACHING ASSISTANTS' ASSIGNMENTS	13

20	TEACHING VACANCIES	13
21	SUBCONTRACTING	13
22	NYSUT BENEFITS DEDUCTION AND REMITTANCE	13
23	VOTE/COPE DEDUCTION AND REMITTANCE	13
24	TAYLOR LAW NOTICE	13
25	CONFORMITY TO LAW	14
26	EVERGREEN	14
27	DURATION	14

<u>APPENDIX</u>	<u>TITLE</u>	<u>PAGE</u>
A	SALARY SCHEDULES	15
B	DUES DEDUCTION CARD	16
.....	INDEX	17

ARTICLE 1. AGREEMENT

THIS AGREEMENT is effective on the 1st day of July, 2019, by and between the HERRICKS UNION FREE SCHOOL DISTRICT, Town of North Hempstead, New Hyde Park, New York and the HERRICKS TEACHERS' ASSOCIATION.

Hereinafter, the parties shall be known as the "District" and the "Association" respectively.

ARTICLE 2. RECOGNITION

The Board recognizes the Association as the exclusive representative of the teaching assistants employed in the District, for the purpose of collective negotiations of terms and conditions of their employment and administration of grievances.

ARTICLE 3. ASSOCIATION BUSINESS

A. Permission will be granted for the reasonable use of District facilities for meetings.

B. The Association will have free and unhindered use of school mailboxes for the purpose of the distribution of HTA material.

C. The District will provide the Association with a room in the Community Center to be used as an office on a space available basis and will install a telephone in said room. The Association will be responsible for the phone bill. Association officers will have access to the office whenever the building is open to the public during non-working hours of the officers.

D. Sufficient leave will be granted for attendance by the official delegates to the annual Representative Assembly of the State Teachers' Association (NYSUT) plus the equivalent of two (2) days in total for two additional state and national conferences (National Education Association, America Federation of Teachers').

ARTICLE 4. DUES DEDUCTION

A. Remittance - Teaching assistants may sign and deliver to the Board an Assignment (Appendix "B") authorizing deduction of membership dues and assessments of the Association, and the District agrees to make the deductions from pay called for by such authorizations.

B. Deductions shall commence with the first paycheck in September according to the deduction authorization forms submitted by the Association and in force the previous June and shall be in equal installments per pay period, except for the final installment which shall be not later than the last pay day in May, until the total amount authorized has been deducted. This list may be supplemented no more often than once

each month. (Deductions shall begin with the second payroll following the submission of any supplementary list.)

C. The District shall provide the Association with a schedule of deductions and will remit to the Association all deductions within fifteen (15) days after the deductions are made.

D. The District shall promptly notify the Association of any member's request to discontinue dues deduction.

ARTICLE 5. ACCESS TO INFORMATION

The District agrees to make available such information as is reasonable, proper to reveal, and required to be made available as part of its obligation to bargain in good faith.

ARTICLE 6. FACILITIES

The minimum essential facilities provided by the school district for each school building will include:

A. Space in each building where teaching assistants may safely store personal belongings, instructional materials, and supplies.

B. Adequate equipment and supplies, including duplicating equipment, to aid in the preparation of instructional materials, will be available for teaching assistants use.

C. A room to be used as a faculty lounge, with a telephone for official use for contacting parents, and other school business. The lounge and furnishings will be properly maintained.

D. In the High School every effort will be made to schedule a room or other contained area, adequately lit and furnished, which may be exclusively used by teaching assistant for their preparation work.

E. Well-lighted and clean teacher rest rooms with high quality supplies.

F. Precautionary signs and other necessary devices should be utilized for safety in the parking lot.

G. Automatic telephone devices will be installed for the purpose of receiving notice of a teaching assistant's absence.

H. The District will make available to all teaching assistants the lunch program offered to students at the lowest price possible consistent with the need to have a non-subsidized operation. The District will also continue the lunch services teaching assistants currently enjoy in all schools to the extent that prices paid cover the cost.

ARTICLE 7. PROCEDURES

A. In the event of absence or tardiness, employees will contact either the teacher absence line or the employee's direct supervisor prior to reporting time. Notification of such absence or tardiness will be made by the employee as early as possible, so that proper staffing arrangements may be made by the District.

B. All employees new to the District and appointed by the Board may be granted credit for prior related work experience.

C. The Association will participate in consultations concerning the creation of school calendars.

D. All employees are required to comply with all applicable Board policies and regulations.

ARTICLE 8. RECORDS AND EVALUATION

A. Except for the pre-employment correspondence, confidential data, and correspondence initiated by the teaching assistant but addressed to the District, the only record of the teaching assistant shall be his/her professional file. The teaching assistant shall be entitled to examine his/her professional file and shall receive a copy of any letter or written communication which reflects favorable or unfavorable on the teaching assistant or on the performance of his/her duties, if such letter of communication is to be inserted in the teaching assistant's record and such shall be noted on the copy.

B. The teaching assistant is hereby granted the right to file in his/her record any written comments or response to such comments, but no inference of any kind shall be drawn from the failure or refusal of the teaching assistant to file a written response or comment.

C. A teaching assistant will be entitled, at his/her request, to have a representative of the Association present at any conference or part of a conference at which a written reprimand or written warning is issued.

ARTICLE 9. SALARY

A. Salary - Effective July 1 of each year, teaching assistants will be paid per annum pursuant to Appendix "A."

B. Pay dates for teaching assistants shall coincide with the pay dates for teachers. Pay days which occur when school is not in session will, at the District's option, be made prior to that date or a check will be mailed so as to arrive on that date.

C. Credit union deduction for any teaching assistants, in equal amounts as designated, shall be deducted from each paycheck and forwarded to the credit union with five (5) days of scheduled salary payments.

D. Tax Sheltered Annuities shall be continued as established.

E. Teaching assistants who are absent beyond their annual sick leave and/or personal leave entitlement shall have their salary reduced at the rate of one/one hundred-eighty third ($1/183$) of their annual salary for each day of such absence.

F. Effective July 1, 2020, in a manner consistent with New York State law, each teaching assistant on a ten (10) month salary contract will receive a bi-monthly paycheck, i.e., each teaching assistant shall receive one check mid-month and a second check at the end of the month. Income tax deductions will be determined by computer computations using bi-monthly payroll input factors. The foregoing will be implemented at the discretion of the District.

ARTICLE 10. CHANGE IN EMPLOYMENT CONDITIONS

The District shall provide:

A. Thirty (30) calendar days' notice in the event it decides to change the number of hours or to lay off teaching assistants due to the abolition of positions.

B. One calendar weeks' notice will be given in the event a teaching assistant is terminated for other reasons except in the case of serious misconduct.

C. In the event of reduction of hours or layoffs, the District shall consider seniority among other relevant factors.

D. Under Sections 1 and 2 of this Article, only timeliness of notice is arbitrable.

ARTICLE 11. INSURANCE

A. Health insurance contributions for teaching assistants as of July 1, 2004 shall not change during the term of this Agreement. The District shall continue its present program of Health Insurance. The Board shall pay, based upon the Empire Plan, a sum equivalent to ninety percent (90%) of the premium for individual coverage and seventy-five percent (75%) of the premium for family coverage.

B. B. Effective July 1, 2023, teaching assistants hired prior to July 1, 2004 shall pay fifteen (15%) of the premium for individual and family coverage.

C. All teaching assistants hired after June 30, 2004 and all current teaching assistants who have not been granted tenure shall pay twenty-five (25%) of all health insurance costs during their probationary period.

D. Health Insurance Declination - Any teaching assistant who declines either individual or family health insurance coverage for a minimum of one year will received, for each year declined, one-quarter (1/4) of the savings to the District up to a maximum of seven hundred and fifty dollars (\$750) for the individual plan and fifteen hundred dollars (\$1500) for the family coverage, whichever is greater.

E. When a teaching assistant completes the third year of service in the Herricks School District, the District will provide in the fourth year of service and all subsequent years:

1. A fifteen thousand dollar (\$15,000 group term life insurance policy paid by the District.
2. All costs of outpatient psychiatric rider on Statewide Health Plan.
3. Dental Insurance: The Board's contribution toward dental insurance premium will be as follows for those eligible and participating in the program:

Employee Only Coverage -	\$ 9.15
Employee and Dependent Coverage -	\$30.62

4. The District will provide a major medical catastrophic plan for all employees, which will provide benefits beyond those offered by the current statewide plan. The board will pay ninety-five percent (95%) of individual coverage and ninety percent (90%) of family coverage for this plan.

ARTICLE 12. RETIREMENT BENEFIT

The District agrees to pay the cost of the health insurance for teaching assistants who are eligible to retire according to the requirements of the New York State Teachers' Retirement System (NYSTRS) and who have provided ten (10) years of continuous service in the District. The District agrees to grant the retiring teaching assistant those health care benefits to the extent of and subject to the conditions hereinafter set forth:

A. The retiring teaching assistant shall be granted basic health care coverage (individual or family) during retirement, with the same District contribution as when the employee was active. (The health care plan to be provided shall be the health care plan the District provides to its active employees, as the same may be amended, modified or changed from time to time in the future.)

B. The Employee acknowledges that his/her basic health care benefits are solely established by and provided through the health care plan established by the labor contract between the District and the HTA.

C. Notwithstanding the foregoing, the District reserves the right to provide the level of health care benefits required by this agreement to the employee through an insured health plan or in conjunction with benefits provided under Medicare and/or any n, or a District self-funded plan (or combination thereof), and/or in conjunction with benefits provided under Medicare and/or and other available state or federal law or program that may in the future provide a health benefit to the employee.

D. Insurance in retirement: It is specifically understood and agreed that his agreement extends to the Employee's health care benefits equal to the same benefits level that the District provides for active employees who are members of the bargaining unit of which the retiring Employee is a member. This also includes the excess major medical benefits with the District contributing 90% for family coverage and 95% for individual coverage.

ARTICLE 13. LEAVES OF ABSENCE

A. Personal Leaves of Absence - Cognizant that the professional staff will on occasion be unavoidably absent from school for reasons other than health, and mindful of the professional integrity of the staff, the District authorizes the Superintendent to grant absence with pay, not to exceed three (3) days per annum. Such personal leave shall only be taken to accomplish matters and/or business that could not have been postponed to a non-school day. Where possible, notice of such leaves should be made through the online attendance program, twenty-four (24) hours prior to the time of absence. If an emergency prevents prior notice, notice must be submitted as soon as possible after return to school.

1. A reason need not be disclosed for use of the three (3) personal leave days per annum. However, personal leave days may be used only for the following reasons:

a. Graduation of teaching assistant from advanced degree program or graduation of son, daughter, or spouse. This leave day may be used by the teaching assistant only for the day of graduation. One additional day may be used by the teaching assistant for travel time for any graduation which requires more than 200 miles driving distance from the District according to Google maps.

b. Marriage/Weddings. This category may be used by the teaching assistant for the day of an Immediate or Extended Family member's wedding when held on a school day, as the terms "Immediate Family" and "Extended Family" are defined below in Section C. In instances of the marriage of a staff member, one day may be used by the teaching assistant for a wedding held during periods when school is in session, i.e., this excludes weddings which take place during winter, mid-winter, spring and summer recess.

c. A teaching assistant duly subpoenaed as a witness in a legal proceeding may use personal leave except when the teaching assistant is testifying on behalf of the District, in which case the teaching assistant's absence shall not be charged to personal leave.

d. If a teaching assistant is a party to litigation that is not on behalf of the District or is adverse to the District, the teaching assistant may use personal days up to the three (3) day maximum stated above. However, when the teaching assistant is testifying on behalf of the District the teaching assistant's absence shall not be charged to personal leave.

e. Closing on a house.

f. Childcare Leave may be used by the teaching assistant for the adoption or upon the birth of a child by a teaching assistant's spouse or domestic partner.

g. Emergency – which means an unforeseen combination of circumstances which calls for immediate action or resolution, or other reasons acceptable to the District.

h. Religious observance.

i. Other acceptable reasons, such as taking a child to college, death of a non-family member, and attendance at a child's CSE meeting or other educational matter involving the unit member's child.

j. Such other reasons not listed above that compel a teaching assistant to attend to a personal matter and/or business that could not have been postponed to a non-school day.

2. Personal leave days shall not be used for the purpose of extension of a holiday or recess period. Should a teaching assistant need to use a personal day adjacent to the beginning or end of a holiday or recess period, then the reason for such leave must be disclosed to the Superintendent of Schools or his/her designee and documentation shall be provided at the District's request.

B. Family Leave - It is agreed that there are two definitions for family, i.e., Immediate and Extended. Immediate Family is limited to the following: spouse, parents, children, siblings, sons-in-law, daughters-in-law, grandchildren, mother-in-law, father-in-law, sisters-in-law, brothers-in-law, or another individual who is a member of the teaching

assistant's household. Extended Family includes the following: grandparents, aunts and uncles, nieces and nephews, and cousins. Each unit member shall be granted no more than five (5) days per annum for a serious illness in the Immediate or Extended Family requiring the presence of the teaching assistant. An additional twenty (20) days may be used from a teaching assistant's allotment of sick leave for a serious illness in the Immediate Family provided that medical documentation necessitating the presence of the teaching assistant is submitted to the District.

C. Bereavement Leave - Utilization of the bereavement leave must be within thirty (30) days of the family member's death or within sixty (60) days of the date of death for attendance at a memorial service, subject to the discretion of the Superintendent of Schools. Notwithstanding the foregoing, in the event that a unit member does not use all of the days allocated for bereavement arising from the death of a family member as set forth below, the unused days may be used for attendance at a memorial service, such as a memorial mass or headstone unveiling, that occurs within thirteen (13) months of the death of the relative subject to the approval of the Superintendent of Schools or his/her designee.

1. Death in the Immediate Family. No more than five (5) days will be granted for each bereavement (period of mourning before and/or after funeral).
2. Death in the Extended Family. One (1) day will be approved with full pay for the funeral and up to two (2) days for travel for attendance at a funeral service will be paid, less substitute pay, at the Superintendent's discretion. Said discretion is solely based on length of travel time needed.
3. Death for Certain Other Family Members. In the case of the death of a mother-in-law, father-in-law, grandparent, grandparent-in-law, sister-in-law, and brother-in-law only, (as opposed to the death of other family members set forth in this Paragraph D) members may use their own sick leave for up to four (4) days (for a total of five days, including the day in section (b) above). Such leave shall be capped at five (5) days, all inclusive, for each such death.

D. Jury Duty - Employees of the District who are required to serve jury duty will be released from their responsibilities on those days that such service demands, at no loss of pay or approved accumulated leave time. The teaching assistant must request "on-call service" where applicable. Upon presentation of jury reimbursement slip, the teaching assistant will be paid the difference between jury pay and salary.

E. Military Leave - Military leave will be granted to any teaching assistant as provided by applicable law. Upon return from such leave, a teaching assistant will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence. Any

teaching assistant requiring a military leave shall give the District as much notice as reasonably possible and shall provide a copy of his/her military orders to the District.

F. Sick Leave - Teaching assistants will have twelve (12) days of sick leave per school year for which full compensation will be given.

1. At the conclusion of each school year the District will "buy back" up to a maximum of four (4) unused sick days at sixty dollars (\$60) per day. Such payments will only be made to employees who are on the payroll in September after such days are earned. Payment will be made in the first pay period in September.

2. Teaching Assistants will be able to accrue up to eight (8) unused sick days per year cumulative to one hundred and twenty (120) days. These days will have no cash value and cannot be used for purposed of the "buy back" of days as set forth above.

3. Employees will receive prior to October 1st, an attendance statement which includes the number of sick days in each employee's sick bank.

G. Worker's Compensation - Employees will provide reasonable medial documentation with sufficient specificity regarding condition, treatment, prognosis and limitations as requested by the District in connection with any Worker's Compensation leave exceeding four (4) weeks.

H. Other Leaves - Unpaid leaves of absence for a reasonable length of time up to one year will be granted for valid reasons upon the discretion of the Superintendent consistent with the needs of the District.

ARTICLE 14. CONFERENCES

Within budget capabilities, the District shall allocate funds for defrayment of costs (in accordance with District policy limits) incurred by teaching assistants while attending professional conferences approved by the Superintendent. Application must be made sufficiently in advance of the conference in accordance with procedures to be promulgated by the District.

ARTICLE 15. GRIEVANCE PROCEDURES

Step I.

- a. Any grievance under this Agreement between a teaching assistant or teaching assistants and the District shall be settled in the first instance by the teaching assistant involved, and the Association representative, if requested by the teaching assistant, with the local school principal. A grievance submitted to the principal in writing shall be answered by the

principal in writing within one (1) week from the time the grievance was received by the principal.

- b. No grievance shall be filed later than thirty (30) days after the event constituting the alleged violation became knowable to the grievant.

Step 2.

- a. In the event that the grievance is not adjusted under Step 1, the teaching assistant and, the teaching assistant's request, the Association, may within two (2) weeks from the date of the written answer, take up each grievance with the Superintendent or his designee. The Association will be present at any grievance hearing.
- b. Association-District - District-Association grievances under this Agreement may be entered in writing in Step 3.
- c. The Superintendent or the Association, as the case may be, after informal hearing where requested, at which the teaching assistant and his/her representative may appear and present oral and/or written arguments, shall answer in writing within two (2) weeks of receipt of the grievance, or two (2) weeks of the hearing, if later.

Step 3.

- a. A grievance which is not adjusted under Step 2, shall at the request of either the Association or the District, within two (2) weeks of the Step 2 answer, be promptly submitted to a mutually agreed upon arbitrator. If the parties cannot agree upon an arbitrator, the arbitrator shall be designated in accordance with the rules of the American Arbitration Association.
- b. A grievance dispute arising under any term of this Agreement involving District policy or discretion shall be submitted to such arbitrator only on the question whether District policy was disregarded, or was applied in so discriminatory, arbitrary, or capricious a manner as to constitute abuse of discretion.
- c. The District and the Association shall bear equally the arbitrator's fee and his/her other expenses.
- d. The report of the arbitrator shall contain a statement of findings of fact, conclusions and recommendations. The arbitrator shall send a copy of the report to each employee involved, the Association and the Superintendent. The arbitrator's recommendations shall be binding on the parties in all grievances relating to the interpretation or application of this Agreement where such provisions do not involve educational

policy. In grievances relating to issues involved education policy, the arbitrator's recommendations shall be advisory only.

- e. In the event of a dispute as to the timeliness of a grievance the issue of timeliness will be submitted to the arbitrator prior to argument on the merits of the grievance. In the first portion of the grievance, the arbitrator will be empowered only to issue a binding decision on timeliness, based on written submission by the parties. There will be no appearance, unless both sides agree. If the matter is determined to be timely, the grievance will proceed as set forth in the collective bargaining agreement. If it is determined to be untimely, the matter will be closed, and the grievance terminated.

ARTICLE 16. TEACHING ASSISTANT PROTECTION

A. The District will maintain high standards of sanitation, health and safety with respect to all school buildings and grounds.

B. In the event that a teaching assistant has not been negligent, the District will reimburse him/her for damage to or destruction of clothing and personal effects normally worn or brought into school by teaching assistants provided that: 1) the damage was sustained during an incident to employment; 2) the damaged property does not exceed one hundred and twenty-five dollars (\$125) in value; and 3) the damaged property is not cash, a tape recorder or other electronic device, camera or other unusual equipment or property.

C. Teaching assistant will be reimbursed for damage to cars which have been maliciously damaged while on school property under Article VII of the Teachers' contract.

ARTICLE 17. IN-SERVICE CREDITS

If a teaching assistant becomes a teacher in the Herricks Public Schools without interruption of service, up to ten (10) credits accumulated from courses offered in the Herricks Faculty Study Program, for which prior approval was received from the Assistant Superintendent for Curriculum, will be applied to that teacher's record for purposes of salary advancement.

ARTICLE 18. WORK SCHEDULE

A. The work year of the teaching assistant shall be the same as that of the teachers.

B. The length of the work day of the teaching assistant shall be the same as that of the teachers in the building to which they are assigned.

- C. 1. All teaching assistants in the elementary schools will have one (1) forty (40) minute duty free, unassigned preparation period per day and will have one (1) hour duty free, uninterrupted lunch period per day.
- 2. All teaching assistant in the secondary schools will have one (1) duty free, unassigned period per day and one (1) duty free, uninterrupted lunch period per day.
- D. 1. Teaching assistants may only be required to attend the same number of before and after school faculty meetings and department and/or grade level meetings per week as the teachers in their building.
- 2. Teaching assistants may be required by the District to attend parent meetings or other functions beyond their scheduled hours. Effective July 1, 2020, teaching assistants will not be required to attend the annual back to school night.
- 3. Teaching assistants will be required to attend eleven (11) hours of District designed staff development meetings per school year.
- E. 1. Teaching assistants in the elementary schools and middle schools may be required to report to their respective buildings up to twenty (20) minutes before the start of the school day. The purpose of this is to supervise the breakfast program.
- 2. a. This supervision will be assigned starting with the least senior teaching assistant in each building.
- b. The ratio of teaching assistant to students will be one (1) teaching assistant to fifty (50) students.
- c. No more than three (3) teaching assistants in each year, from any building may be assigned to this program.
- F. 1. Teaching assistant may be required to cover classes (within their school day and schedule) for teachers who are absent and for whom a substitute cannot be obtained.
- 2. Teaching assistants will receive ten dollars (\$10) per period [defined as approximately forty (40) minutes] or seventy dollars (\$70) for a full day for this (these) assignment(s).

ARTICLE 19. TEACHING ASSISTANTS' ASSIGNMENTS

Tentative teaching assistants' assignments will be made available by June 1st and specific teaching assistant schedules will be made available prior to the beginning of school in September. If a teaching assistant's tentative assignment is changed over the summer, the teaching assistant will be notified in writing to his/her home address.

Effective February 1, 2020, four (4) teaching assistants at each elementary school and the middle school will be assigned bus duty each semester at the commencement of their workday at no additional compensation. The District will initially seek volunteers and rotate the assignment each semester.

ARTICLE 20. TEACHING VACANCIES

Each teaching assistant who applies for a teaching vacancy(ies) will be granted an interview at least on one (1) occasion.

ARTICLE 21. SUBCONTRACTING

No bargaining unit members employed as of September 1, 1990 will be laid off or reduced to less than full time as a result of the employment of teacher aides.

ARTICLE 22. NYSUT BENEFITS DEDUCTION AD REMITTANCE

The District will check off and remit twenty (20) payments to NYSUT Benefit Trust upon submission of a signed authorization to the payroll office for any teaching assistant. Such signed authorization may be discontinued at the end of its term upon written notice by the employee to the District. The District will remit to NYSUT Benefit Trust the twenty (20) payments deducted and will furnish the Trust with a list of all teaching assistants from whose salaries such deductions have been made and the amounts of such deductions.

ARTICLE 23. VOTE/COPE DEDUCTION AND REMITTANCE

If authorized in writing by a unit member, the District agrees to make payroll deductions in equal installments. The Association will provide a list of changes in payroll deduction no later than October 15th of each school year.

ARTICLE 24. TAYLOR LAW NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES IN ACCORDANCE WITH ARTICLE XIV, SECTION 204-a OF THE TAYLOR LAW, THAT ANY PROVISION OF THIS AGREEMENT REQUIREING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMEDEMMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREOFRE SHALL NOT BECOME EFFECITVE UNTIL THE APPROPRIATE LEGIATLATIVER BOYDH HAS GIVEN APPROVAL.

ARTICLE 25. CONFORMITY OF LAW

If any provision of this Agreement is contrary to law, the ruling of any court of competent jurisdiction, or regulations of the Commissioner of Education, then such provision shall be deemed invalid, but all other provisions of this Agreement shall continue in full force and effect. Substitute provision for those invalidated shall be appropriate matters for consultation, resolution and negotiation between the Board and the Association.

ARTICLE 26. EVERGREEN

A. If both the District and the Association agree by March 1, 2024, this Agreement will be extended one (1) additional year. All terms and conditions will be maintained, except that the salary schedule and all other compensation will be increased by one-half of the percentage increase in the CPI for the twenty-four (24) months preceding May 2024. The parties' election shall be delivered by hand to each other on or before March 1, 2024.

The CPI measure to be utilized by the parties shall be the CPI for New York, Northeast New Jersey Urban Wage Earners, prepared by the Bureau of Labor Statistics of the United States Department of Labor.

B. Failure of either party to notify the other of its intention to extend this Agreement will signify non agreement and collective bargaining will commence during March 2024.

This Agreement shall be effective July 1, 2019 through June 30, 2024.

HERRICKS UNION FREE SCHOOL DISTRICT

Dated:

3/25/21

By:



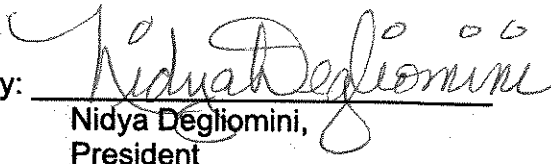
Henry R. Zanetti,
President, Board of Education

HERRICKS TEACHERS' ASSOCIATION

Dated:

3/25/21

By:



Nidya Degliomini,
President

APPENDIX "A"

Salary Schedules

1.75%

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
1-2 yrs	\$ 35,203	\$ 35,819	\$ 36,446	\$ 37,084	\$ 37,733
3-6 yrs.	\$ 35,947	\$ 36,576	\$ 37,216	\$ 37,867	\$ 38,530
7-10 yrs.	\$ 36,392	\$ 37,029	\$ 37,677	\$ 38,336	\$ 39,007
11-14 yrs.	\$ 36,688	\$ 37,330	\$ 37,983	\$ 38,648	\$ 39,324
15-18 yrs.	\$ 37,134	\$ 37,784	\$ 38,445	\$ 39,118	\$ 39,803
19+ yrs.	\$ 37,939	\$ 38,603	\$ 39,279	\$ 39,966	\$ 40,665

Education Stipend: Stipend of one thousand dollars (\$1,000) for those members who hold a Master's Degree. The stipend shall be added to salary after any annual increase, but shall not be included in base pay for purpose of future salary increases.

Longevity: Five hundred dollars (\$500) for those employees with ten (10) years of continuous service as a teaching assistant in Herricks. An additional five hundred dollars (\$500) for those with fifteen (15) years of continuous service as a teaching assistant in Herricks. These longevity payments shall be added to salary after any annual increase, but shall not be included in base pay for purpose of future salary increases.

APPENDIX "B"

DUES DEDUCTION CARD
DESIGNATION AND PAYROLL DEDUCTION AUTHORIZATION

(Print) Last Name _____ First Initial _____ Building _____

Address _____

TO THE BOARD OF EDUCATION OF HERRICKS SCHOOL DISTRICT:

Pursuant to Chapter 392, Laws of 1967, I hereby designate the Herricks Teachers' Association as my representative for the purpose of collective negotiations, and I hereby request and authorize you, according to arrangements agreed upon with such Association, to deduct from my salary and transmit to the Association the amount as certified by the Association. I hereby waive all rights and claims for said monies so deducted and transmitted in accordance with the authorization and relieve the Board of Education and all of its officers from any liability therefor.

I revoke all instruments, if any, heretofore made by me for any of the foregoing purposes. This authority shall be continuous while employed in this school system or until withdrawn by written notice prior to June 1. Said withdrawal shall take effect the September 1 following its submission.

Employee's Signature _____ Date _____

INDEX

<u>Title</u>	<u>Page</u>	<u>Title</u>	<u>Page</u>
ACCESS TO INFORMATION.....	2	NYSUT BENEFITS DEDUCTION AND REMITTANCE..	13
AGREEMENT.....	1	RECOGNITION.....	1
ASSOCIATION BUSINESS.....	1	RECORDS AND EVALUATION.....	3
CHANGE IN EMPLOYMENT CONDITIONS.....	4	RETIREMENT BENEFIT.....	5
CONFERENCES.....	9	SALARY.....	3
CONFORMITY TO LAW.....	14	SALARY SCHEDULES.....	15
DUES DEDUCTION.....	1	SUBCONTRACTING.....	13
DUES DEDUCTION CARD.....	16	T.A. ASSIGNMENTS.....	12
DURATION.....	14	T.A. PROCEDURES.....	3
EVERGREEN.....	14	T.A. PROTECTION.....	11
FACILITIES.....	2	TAYLOR LAW NOTICE.....	13
GRIEVANCES PROCEDURES.....	9	TEACHING VACANCIES.....	13
IN-SERVICE CREDITS.....	11	VOTE/COPE DEDUCTION AND REMITTANCE...	13
INSURANCE.....	4	WORK SCHEDULE.....	11
LEAVES OF ABSENCE.....	6		