

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

RED HOOK SCHOOL FACULTY ASSOCIATION

AND

RED HOOK CENTRAL SCHOOL DISTRICT

July 1, 2023 – June 30, 2028

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ARTICLE I – RECOGNITION

1. The Red Hook Board of Education ("Board") recognizes the Red Hook Faculty Association ("Association") as the exclusive representative of all full-time and part-time teachers, teaching assistants, school counselors, librarians, school psychologists, speech therapists, physical therapists, occupational therapists, school social workers, athletic trainers, and registered professional nurses in matters of terms and conditions of employment and grievances.

Excluded are the Superintendent of Schools, the Assistant Superintendent for Curriculum, Instruction and Staff Development, Assistant Superintendent for Business, Principals, Assistant Principals, Director of Pupil Personnel Services, and the Director of Physical Education, Health, and Athletics.

2. Substitute employees shall be members of the bargaining unit according to the following:
 - A. A contract substitute who takes the place of an employee, who is on a leave of absence of a specific duration for more than three (3) months, shall be a member of the unit from the first day of employment. Such an employee shall be afforded the rights under Articles I, II, III, V, VI, VII, 1 ABC, 2A, 3A, VIII, IX, XIV, 1a, 2, 3,4, XV, 4, 5, 6, 7 and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles or these sections only.
 - B. A contract substitute who takes the place of an employee who is on a leave of absence of a specific duration for a period of one (1) month to three (3) months shall be a member of the unit from the first day of employment. Such an employee shall be afforded the rights under Articles I, II, III, V, VI, VII, 1abc, 2a, 3a, VIII, IX, XV, 4, 5, 6, 7 and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles or sections only.
 - C. A per diem substitute hired to take the place of an employee who is on a leave of unspecified duration, shall be a member of the unit after thirty (30) consecutive work days. Such a member shall be afforded retroactively, the rights specified under the contract from the first day of employment. Those rights shall be the ones covered by Articles I, II, III, V, VI, VII, 1abc, 2a, 3a, IX, XV, 4, 5, 6, 7, and schedules where appropriate and shall be afforded the grievance rights under Article XIII for these articles and sections only.

The beginning day for the purpose of this part shall be the first day the substitute began continuous work in the position of the individual on leave.

- D. Notification of an extended medical leave by a part time, probationary, or permanent employee must be in writing and if sent to a supervisor, shall be forwarded to the Superintendent.

ARTICLE II - ASSOCIATION AND INDIVIDUAL RIGHTS

1. Unit members may participate in tax sheltered annuity programs. The costs of administering such programs will be borne by the District.
2. The District agrees to deduct, in consecutive pay periods, from the pay of all unit members, dues as certified to the Superintendent by the Association and to transmit such monies to the Association. The Association shall provide the District at least 30 days' notice, in writing, of the method of deduction.
3. The Association asserts that it will not strike against the District during the term hereof.
4. The Association will have the right to use the school buildings without cost at reasonable times for meetings. To assure availability, sufficient notice will be given in advance to the Building Principal. The Association shall have the right to use school facilities and equipment. Use of District supplies shall be on a cost reimbursement basis.
5. The President of the Association shall be relieved of one supervisory duty, if in the secondary, or an equivalent time period, if in the elementary, for the purpose of attending to Association business.
6. The Association will have the right to place its notices, circulars, and other materials relating to proper and legitimate Association business in the members' mailboxes.
7. The Association designee and the Welfare Trust Fund Chairperson may use the District e-mail for business notices related to the mutual interest of the Association and the District.
8. The Association shall have the right to submit, in writing, its recommendations on planning new and additional instruction to the Superintendent for processing to the Board of Education. The Board shall advise the Association, in writing, of the disposition thereof.
9. The District shall provide the Association with 250 copies of the contract for distribution to unit members within thirty (30) days of the signing of the contract.
10. The Association President will be provided with a copy of the agenda of Board meetings at the same time and in the same manner copies are provided members of the Board, and will be provided a copy of the minutes of Board meetings following approval of such minutes by the Board. Any financial document of the District available to public inspection shall be made available for inspection by Association representatives.
11. The Board and the Association agree that effective teaching is best promoted when each teacher is free to pursue in class the most effective teaching possible within the accepted educational program of the District as established by the Board of Education. The Board agrees that unit members shall enjoy the most reasonable degree of academic freedom within this established program.
12. The District shall provide time necessary for the Association to attend to its needs. A total of twelve (12) days shall be made available each year. The Association shall reimburse

the District for days used at the basic substitute rate for that year. The reimbursement shall be made each June.

ARTICLE III -WORK ASSIGNMENT, HOURS AND LOAD

1. Work Assignments and Hours

A. Unit members will be notified of his/her assignments and building locations no later than June 1st. If a change is necessary after this date, the unit member will be notified by letter, if possible, of the change and will be given the opportunity to discuss the change with the administrator. When reassignment of a unit member is necessary and all qualifications being equal, seniority in the system will determine the change.

B. Seniority, for the purpose of this Agreement, shall mean and be measured by continuous service (inclusive of paid leaves provided for under Article VII hereof) in the District. Credit toward seniority for unpaid leaves commenced prior to July 1, 1982 shall continue.

C. The regular workday for all unit members shall commence no earlier than 7:40 a.m., no later than 8:30 a.m. It shall be seven hours in length. Prior to the implementation of a split schedule, the District will consult with the Association regarding the decision to implement such a schedule. In the event the Board elects to proceed with split sessions, the District and the Association will enter into immediate negotiations regarding the impact of such a decision on starting times and other terms and conditions of employment in the contract.

On a case-by-case basis, the Superintendent of Schools and the Association President may agree to a change of start and finish times for individual bargaining unit members when warranted. Such agreement may be for only one school year and shall be recorded in an individual side letter.

D. The Occupational Therapists and Physical Therapists shall maintain their current practices regarding student scheduling and assignments under the District's oversight and approval.

E. All unit members shall have a duty-free lunch period of not less than thirty (30) minutes a day.

2. Meetings

A. Whenever possible, and except as set forth in this agreement, all general faculty, meetings, department and grade level meetings, and any other professional meetings will be held within the school day. The District may hold up to one (1) meeting per month during the school year at which members may be required to attend for up to one (1) hour beyond the normal work day. Attendance beyond such hour for these meetings shall be on a voluntary basis. Twenty-four (24) hours will be considered a minimum prior notice to such meetings, except those that may be called in extreme emergencies.

- B. The District may hold an additional eight (8) monthly meetings during the school year (“Additional Meetings”) which members may be required to attend for up to one (1) hour beyond the normal workday. Attendance beyond such hour shall be on a voluntary basis. The yearly agenda for such Additional Meeting days shall be mutually agreed upon each September by Administration in collaboration with teacher leaders. The purpose for such Additional Meeting days may include, but are not limited to, large group professional development (i.e., building wide), small group meetings (i.e., department or grade level and across grade level meetings), or district-wide issues/training. After the 2023-2024 school year, the District and the Association will re-evaluate the process for planning the yearly additional meetings.
- C. Teaching Assistants are required to participate in professional development. Teaching Assistants are encouraged to attend open house and after school parent-teacher conferences, but are not required to do so.
- D. All of the above days shall be set forth in the school calendar or otherwise provided to members in writing at the commencement of the school year. The District may alter a previous meeting date set on the calendar on an emergency basis.
- E. On months when an open house occurs, attendance at faculty meetings is voluntary, as has been the past practice. Section 2F of Article III does not commit the Association to an additional meeting in the event of an open house during any particular month.
- F. Members of the bargaining unit who participate in District committees which are held outside of the work day including, but not limited to such committees as the Annual Professional Performance Review, Professional Development, Department Level Team, Building Level Team, Dignity for All Students Act, Safety, Mentor, and Hiring committees may use attendance at up to two (2) of such meetings to count towards the eight (8) meetings set forth in “B” above.
- G. Unit members are expected to attend meetings described above and scheduled open houses. Unit members who fail to attend such meetings or open houses without having been excused from such attendance by the Building Principal in advance shall be charged one-half personal day. Unit members should only request to be excused for extraordinary reasons which prevent their attendance.
- H. Members of the Association who are Special Education teachers and student support service providers will be provided days as mutually agreed by the Director of Pupil Personnel Services and respective Association member for the purpose of writing IEPs and preparing for CSE meetings.

3. Elementary Level Faculty

- A. Each elementary teacher will be granted one (1) hour of preparation time each day. A minimum of one-half hour of unencumbered time will be granted during the student day.

- B. Every elementary unit member will be provided a minimum duty-free break of fifteen (15) minutes when they are assigned duties for a period of two hours and forty-five minutes or more.
- C. Elementary teachers shall be relieved of outdoor playground duty. This duty-free period is in addition to the time set forth in paragraphs 3.A and 3.B in Article III.
- D. A half day will be provided for Elementary Teachers in the months of September (first week of school), October, January, February, and May for professional purposes (e.g., team planning, within and across grade level developments, curriculum development, etc.). These days may be scheduled by the superintendent to coincide with Superintendent Conference days, however the District will make every effort to avoid these days and Superintendent Conference Days falling on the same school day.

The intent of such days is to support the district's education goals and objectives. Teacher planning for the content of these days should incorporate these goals and objectives. Teachers shall provide the relevant building principal with plans for approval, at least one week prior to the respective half-day. The purpose to be covered in these half days is subject to the approval by the building principal. Should the teachers fail to notify the building principal of the proposed content of such days, then the building principal shall direct the content. Should the teachers notify the building principal of such content and the building principal disapproves of part or all these days, the building principal shall notify the teacher(s) of the reason(s) for such disapproval and shall instead direct the alternative content.

- E. Elementary teachers will be provided one non-instructional day for the purpose of conducting parent-teacher conferences.

4. Nurses

Effective September 1, 2006, school nurses will be provided one unencumbered day each month for the purpose of maintaining and updating various medical records and health care plans.

5. Secondary Level Faculty

- A. Every secondary unit member shall have at least one (1) preparation period, of the same length as a regular class period, during which the unit member shall not be assigned any other duties.
- B. Secondary level special subject teachers (music, art, physical education, Family and Consumer Sciences, special education, A.I.S., and technology) will be assigned six (6) periods of instruction or five (5) periods of instruction and one (1) supervisory period.
- C. Secondary level librarians will be assigned no more than six (6) periods per day.
- D. Secondary level teachers of English, social studies, mathematics, science, world

languages, and business shall have no more than five (5) instructional periods, including labs, and one (1) supervisory period per day. This provision shall not apply during examination weeks.

- E. The examination proctoring load shall be shared fairly and equitably by all secondary teachers. During examination weeks, unit members shall be in attendance during the normal work day.
- F. The provisions of Paragraph 5 (F) of this Article notwithstanding, a secondary level regular subject unit member may be assigned classes in AIS, to the extent allowed by law. An AIS class will be a group of no more than ten (10) students. When a regular subject unit member is assigned such classes, the following limits shall apply:

Regular Class	Remedial Class	Supervisory Periods
4	1	1
3	2	1
2	3	1
1	4	1
3	3	0
2	4	0

If scheduling requires the remedial class to meet more than one (1) period per day, then the affected unit member will be relieved of the supervisory period. In no instance shall such unit member have more than six (6) instructional periods

- G. When, during the seven-hour workday, bargaining unit members are not involved in instruction, supervision, preparation, or lunch as outlined by this agreement, they may be assigned by the District to meetings involving curriculum and other educational issues, including team meetings, meetings with parents, shared decision-making meetings, department, and grade level meetings. The professional duties of a teacher include dealing with the individual needs of students. There is an expectation that teachers, when not involved in the activities outlined above in this paragraph, will be available to meet such needs during their seven-hour workday.

6. First Year Teachers

First year teachers in the District will participate in orientation that will be held on two mutually agreed upon dates, occurring no earlier than two weeks prior to the start of the contractual school year. One such orientation day will be controlled, planned, and delivered by the School District administration. The other day of orientation will be controlled, planned, and delivered by the Association. First year teachers in the district (who may include contract substitutes and part time teachers) shall be compensated at the rate of 1/200th of salary for the days of their required attendance. In addition to the orientation, all new Association members will be provided a mentor teacher or "Ambassador teacher" to provide them with assistance during their first year employed by

the District.

7. A sixth class for core subject teachers or a seventh class for special area teachers may be assigned to a secondary-level teacher on a voluntary basis. Compensation for an additional class assignment shall be based on the FTE of the class assignment as applied to the bargaining unit member's annual teaching salary and the FTE that the additional class represents. A secondary-level teacher who teaches special subjects and is voluntarily assigned a seventh class shall receive compensation as if the assigned class is a sixth class as set forth in the example below.

How this provision is to be applied is based on how District historically has calculated FTE for secondary-level teachers who agree to take an additional assignment. Examples are:

- A. The regular assignment for a secondary core subject teacher (i.e., Math, English, Social Studies, Science, World Language, etc.) is five (5) classes and one (1) duty. Teachers in these areas who agree to take on an additional class period for a full year have been provided with an additional 0.2 FTE calculated as one additional class against a normal load of five classes with the duty not included in the calculation in any manner.
 - B. Certain secondary special subject teachers (i.e., Physical Education, Art, Music, etc.) may have a regular assignment of six (6) classes and no duty. Teachers in these areas who agree to take on an additional seventh class period for a full year have been provided with an additional 1/6 FTE calculated as one additional class against a normal load of six (6) classes. In some cases, a Physical Education Teacher takes on an additional class period that meets every other day for the full year and in these cases the FTE has been calculated as 1/12 FTE.
 - C. Secondary Science teachers have a more complicated calculation for FTE based on whether the additional assignment has a lab associated with it and whether another portion of their assignment can be modified in order to better accommodate the additional class. In calculating the FTE for an additional Science class that includes an every-other-day lab in addition to the class period, the additional assignment has been treated as 1.5 against a normal load of five (5) classes and one (1) duty. Discounting the duty and comparing a 1.5 addition to a normal load of five (5) classes generates a 0.3 FTE. When a teacher's schedule is modified to allow the additional class to be assigned, these modifications could reduce the 0.3 FTE to either 0.2 FTE or 0.1 FTE depending on what has been removed from that teacher's assignments.
 - D. In each of the above examples, when an assignment is not for a full year, the amount paid is pro-rated to the portion of the year that the additional class assignment is in place.
8. Occupational Therapists and Physical Therapists shall work 35 hours each week that school is in session. These hours are flexible and to be scheduled in consultation with the District. OTs and PTs shall have a duty-free lunch period each day of not less than thirty minutes and a duty-free preparation period each day of not less than thirty minutes.

9. School social workers will work up to an additional 8 occurrences beyond the 183 days. These occurrences are part of their annual compensation. No more than 4 of these 8 occurrences may be scheduled between the last day of school and the start of the next academic year. Any of the 4 occurrences not worked during the summer will be forwarded to the next academic year. (For example, if three occurrences are worked during the 2022 summer, one occurrence will be forwarded to the 2022-2023 school year, during which up to five additional occurrences may be worked. These occurrences shall be scheduled by agreement between the School Social Worker and Building Principal.
10. The Teaching Assistant workday shall be 7.0 hours, with a duty-free lunch period each day of not less than 30-minutes included therein. Within the workday the Teaching Assistant will also be granted preparation time consistent with the classroom teacher for the class to which they are assigned.

ARTICLE IV - JOB SECURITY

1. The District agrees not to employ outside agencies or individuals to displace bargaining unit members.
2. However, vacancies for extra-curricular assignments (i.e., coaching, advisors, chaperones) shall be posted in early June and throughout the school year as needed simultaneously via e-mail and on the District website.
3. The Board shall have the right to make the decision as to the best qualified applicant to be employed for the assignment.
4. Should a person employed for an extra-curricular assignment be a member of the bargaining unit at the time of employment and during the term of the assignment or prior to the commencement of the assignment, resign, retire, or otherwise be excused from his teaching position and no longer be a unit member, the Board shall have the right to retain such person to perform or complete the assignment for which he had been employed.
5. Unit members on lay-off shall have priority in the filling of vacancies subsequently existing outside their tenure area, provided they hold certification in the area where such vacancy exists. Such priority shall exist for the maximum period authorized by statute and be in order of seniority based on service in the District.
6. Registered Nurses shall be laid off upon the basis of inverse order of seniority when such positions are abolished. Recall rights shall extend for the period applicable to teachers on a straight seniority basis.
7. All job security rights of part-time unit members shall be subordinate to those of full-time members. There shall be no presumption of job continuity for part-time members or long-term substitutes. Part-time members and long-term substitutes who achieve full term service shall not accrue cumulative job security benefits over full-time members except for properly credited Jarema Credit.

8. Occupational Therapists and Physical Therapists are in the competitive jurisdictional class and, as such, have certain rights, benefits and privileges within the NY Civil Service Law and the Dutchess County Civil Service Rules and Regulations.

ARTICLE V - SALARY AND ECONOMIC CONSIDERATIONS

1. Schedule A Salaries. The annual salaries set forth in Schedule “A” (Compensation Schedule for Bachelors Unit Members Exclusive of Nurses and Teaching Assistants and Compensation Schedule for Masters Unit Members Exclusive of Nurses and Teaching Assistants) are attached hereto with the following increases made:

The salaries for all titles within Schedule A shall be increased by 2%, effective July 1 of 2023, 2024, 2025, 2026, and 2027.

The athletic trainer title will be included on Schedule A Bachelor’s Schedule but will be ineligible for longevities.

2. Schedule A Longevities. Unit members (excluding Athletic Trainer) covered by Schedule A with the appropriate years of service will be eligible to receive payment of longevities in the amounts shown below. These longevities are cumulative; they are added to your base salary. "Credited Service in the District" is defined as the sum of the educational service credited by Red Hook on hire plus the years of service credited under Paragraph A.7 of this section and the number of years worked in the District.

Teacher Longevity	22-23	23-24	24-25	25-26	26-27	27-28
16 Longevity	4,463	4,552	4,643	4,736	4,831	4,928
18 Longevity	-	-	-	1,488	2,976	4,463
20 Longevity	4,411	4,499	4,589	4,681	4,775	4,871
23 Longevity	7,194	8,358	9,645	9,838	10,035	10,236
25 Longevity	4,411	5,519	6,749	6,884	7,022	7,162
27 Longevity	4,411	5,519	6,749	6,884	7,022	7,162
30 Longevity	6,228	3,293				
Total Cumulative Longevity	31,118	31,740	32,375	34,511	36,661	38,822

These longevities are cumulative. For example, a unit member with 30 years of credited service would receive a longevity payment added to their base salary in 2023-24 of \$31,740; in 2024-25 of \$32,375; in 2025-26 of \$34,511, in 2026-27 of \$36,661, and in 2027-28 of \$38,822.

3. Credits
The rate for Master’s credits will increase for credits earned on or after July 1, 2017.

Master’s credits earned before July 1, 2017, shall be paid at the rate of \$67.10. Master’s credits earned on or after July 1, 2017, shall be paid at the rate of \$87.00 and shall remain unchanged throughout the term of this agreement. Bachelor’s credits shall be paid at the rate of \$87.00 and shall remain unchanged throughout the term of this agreement.

Schedule A Credit Hour Payment per Credit is amended accordingly.

4. Schedule B Salaries. The annual salaries set forth in Appendix “B” (Compensation Schedules for School Nurses and Teaching Assistants) are attached hereto with the following increases:

Nurses on Schedule B shall have their salaries increased by 4% on July 1 of 2023, 2024, 2025, 2026, and 2027.

Teaching Assistant salaries on Schedule B shall be increased by 2% on July 1 of 2023, 2024, and 2025. Teaching Assistant salaries on Schedule B shall be increased by 5% on July 1 of 2026 and 2027.

5. Schedule B Longevities shall be as follows:

A. Nurse Longevity

Nurse Longevity	22-23	23-24	24-25	25-26	26-27	27-28
Year 7	N/A	N/A	2,028	2,069	2,110	2,152
Year 10	1,949	1,988	N/A	1,000	2,000	3,000
Year 14	N/A	4,129	4,212	4,296	4,382	4,470
Year 15	4,048	N/A	N/A	N/A	N/A	N/A
Year 18	N/A	5,024	5,124	5,226	5,331	5,438
Year 20	4,925	N/A	N/A	N/A	N/A	N/A
Total Cumulative	10,922	11,141	11,364	12,591	13,823	15,060

- B. Teaching Assistants Longevity effective July 1, 2023, as attached. Any time the member worked in the district prior to becoming a teaching assistant will be credited toward the longevity payment.

Teaching Assistant Longevity	22-23	23-24	24-25	25-26	26-27	27-28
Year 15	N/A	2,000	2,000	2,000	2,000	2,000
Year 18	N/A	2,000	2,000	2,000	2,000	2,000
Year 21	N/A	2,000	2,000	2,000	2,000	2,000
Total Cumulative	N/A	6,000	6,000	6,000	6,000	6,000

6. Direct Deposit
Members shall be required to elect direct deposit by completing the forms necessary to authorize such deposit. The District may also institute paperless pay stubs which shall be electronically transmitted to employees.
7. Teaching Assistant Substitute Services - A Teaching Assistant who covers for an absent classroom teacher shall receive an additional payment of \$25 for coverage of less than 50% of the classroom teacher's workday. A Teaching Assistant who covers for an absent classroom teacher shall receive an additional payment of \$50 for coverage equivalent to 50% or more of the classroom teacher's workday.
8. The Teaching Assistants salaries are not eligible for any compensation beyond the annual salary and any earned overtime and are ineligible for extra pay for college credits, advanced degrees and certifications. The salary schedule includes additional payments made for holding either a Bachelor's or Master's Degree (Currently \$3,000 for a Bachelor's Degree, or \$6,000 for a Master's Degree, or \$8,000 for Teacher Certification and Master's Degree.)
9. When a Teacher Aide transfers from a non-bargaining unit title to a bargaining unit title, the employee's accruals shall transfer with the employee, and the employee will be credited with a full-time service in the non-bargaining unit title. An example is a Teacher Aide with nine years of full-time service will be placed on Step 9 of the Teaching Assistant salary schedule and retain all earned accrual for use in the bargaining unit title.

ARTICLE VI - CLASS SIZE

1. The maximum class sizes, excluding Physical Education, Band and Chorus, will be as follows:

Kindergarten	24 pupils
Grades 1 through 6	27 pupils (except in special classes which shall not exceed 20)
Grades 7 through 12	The maximum number of students per teacher will be 130 and no more than 30 pupils in a given class.

Within the confines of the daily class schedule, every attempt will be made to equalize class size in grades 7 through 12.

2. Acceptable reasons for exceeding the stated class size limits shall be:
 - A. There is no space available to permit the scheduling of an additional class or;
 - B. A new student enters the District after October 15th or March 15th. In such event the District shall return to compliance by the beginning of the following term.

If either situation exists, there shall be a meeting between the Superintendent and the

Association President to seek a solution.

In no event shall the class size limit be exceeded by more than two students per class. Special classes for purposes of this provision means "pre-first" and "Level A" kindergarten classes, and for sixth grade middle school teachers only it applies to art, music (except band and chorus), home & careers, technology, and computers.

ARTICLE VII - LEAVES

1. Sick Leave

- A. Unit members shall be allowed 15 days per year for sick leave at regular pay. Unused sick leave may be accumulated.
 - i. A contract sub under Article 1.2A shall have his/her leave days prorated for the percent of the year worked. These days shall be available at the beginning of the contract period.
 - ii. A contract sub under Article 1.2B shall have one sick day available at the beginning of the contract period and be granted one additional day for each fifteen (15) days worked.
 - iii. A contract sub under Article 1.2C shall have two (2) sick days available at the beginning of their contract period and be granted one (1) additional day for each additional fifteen (15) days worked.
- B. The current year allotment of sick leave may be used for illness in the unit member's family. As used in this paragraph, "family" is defined as meaning mother, father, grandparent, spouse, sibling, and child. Additional accumulated sick leave days may only be used for personal illness.
- C. Two of such days may be used for religious leave which requires the absence of the unit member during the unit member's normal workday.
- D. The existing sick leave bank, subject to the rules and procedures heretofore established, shall continue.
- E. Upon retiring from the District, at the age of fifty-five (55) or over, a unit member with 20 years or more of credited service in a New York Retirement System will be paid fifty (50%) percent of the last year's daily rate for all unused sick leave days accumulated beyond sixty (60) days with the maximum liability to the District of Twenty Thousand (\$20,000) Dollars as of July 1, 2023; this amount will increase to Twenty Five Thousand (\$25,000) Dollars effective July 1, 2024; and increase to Thirty Thousand Dollars (\$30,000) effective July 1, 2025. Employees must make this decision to leave by March 1st of their retirement year, and once the decision to leave is made, it is irrevocable.

2. Bereavement Leave. There will be no deduction in pay for absences not exceeding five (5) days for each occurrence during the school year because of death of a member of the

family of the unit member.

3. Personal Leave

- A. A unit member shall, subject to the approval of the Superintendent, be entitled to two (2) personal leave days each school year solely for urgent personal business which cannot be conducted in non-school hours. If possible, requests for such leave must be made in writing, in advance, identifying the specific urgent personal business as being for legal reasons, for household or transportation emergencies, for family or financial obligations.
- B. A personal leave day may not be taken on a day immediately before or after a vacation period or holiday to extend that vacation or holiday. The unused portion of this leave shall accumulate as personal sick leave.
- C. There shall exist a personal leave review board composed of two Board members, two Association Representatives (all of whom shall be designated in writing, prior to September 10 of each year) and the Superintendent, to meet at the call of the Superintendent, for the purpose of reviewing any alleged abuse. If abuse exists, the individual involved shall be docked for the day(s) questioned and shall lose entitlement for the day(s) of leave abused.

4. Child/Dependent Care Leave

- A. Unit members shall be granted care leave upon written application for a period not to exceed (2) years, or in the event that two (2) years does not coincide with the end of a semester, the end or beginning of the semester preceding or following the two-year measuring period. The time of the leave shall commence upon the birth of the child or immediately following the end of the unit member's pregnancy related disability, or in case of adoption, from the date when the child first resides in the home. Leaves in excess of the two-year period may be extended, upon request, at the discretion of the Board.
- B. For non-tenured unit members, childcare leave shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving the probationary period. A unit member will not accumulate additional leave days during childcare leave. However, on return from such leave, prior accumulated leave days will be restored. The unit member will be placed at a salary which the unit member would have achieved in the year immediately following the commencement of the leave of absence if the unit member worked at least 91 days of the school year during which the leave commenced. If the unit member worked more than 45 but less than 91 days, upon return to the District from leave, one-half step of salary schedule advancement shall be granted. No advancement on the salary schedule shall be granted upon return from leave to unit members who worked no more than 45 days during the school year in which the leave was granted.
- C. Child care leave shall also be available with respect to the adoption of a child under the age of five (5).

- D. The benefits of this section shall be made available to full-time unit members who require leave to care for dependents living in their homes provided that the unit member not be otherwise employed during school hours during the period of said leave.
- E. Association members shall be entitled to utilize up to thirty (30) days of accumulated sick leave for the care of a new biological, adoptive, or foster child.

5. Leave Without Pay

- A. A leave of absence may be granted for personal reasons without pay to unit members at the discretion of the Board. It is understood that unpaid leave is only appropriate in extraordinary circumstances. Requests for unpaid leave must be made in writing at least thirty (30) days prior to the requested leave. This time limit may be waived in an emergency by the Superintendent of Schools.
- B. Those Unit Members granted an unpaid leave of absence of one semester or longer shall notify the District by May 1st whether they will return the following September and by November 15th whether they will return the second semester.

6. Sabbatical Leave

- A. Sabbatical leave will be granted to unit members (inclusive of physical therapists and occupational therapists but exclusive of registered nurses and Teaching Assistants) subject to the following conditions:
 - i. A unit member must have completed eight (8) consecutive years of service in the Red Hook Central School District to become eligible.
 - ii. No more than one unit member will be granted leave during a given year; said leave may be a full year or a half year leave.
 - iii. Applications for sabbatical leaves must be submitted to the Board by March 1st prior to the school year in which the leave is to be taken. There shall exist a sabbatical review committee consisting of five (5) tenured unit members who themselves are not applicants, appointed by the Association, to which committee sabbatical applications will be referred by the Board by March 15th. The Committee shall review all applications and make recommendations in writing relative thereto to the Board by April 15, providing in each instance justification of the recommendation made. The Board shall process, review, and notify the applicants of its decision no later than May 15th. In the event that there are applications for full and half-year sabbaticals, the Board shall have complete discretion, which shall not be subject to arbitral review, in determining whether to grant the full or one-half year sabbatical. A unit member having previously been granted a sabbatical leave shall not be eligible for another such leave until the completion of an additional eight (8) years of service not including the time on sabbatical leave.

- iv. Applicants must submit with their application, a detailed outline of the proposed sabbatical program and how this program will improve their proficiency in their work assignment and how- the proposed leave program will serve the interests and needs of the school district. Sabbaticals will be approved only if the application meets the requirements of this paragraph.
- v. Credit hours earned by a person during sabbatical leave periods shall not be credited for salary purposes.
- vi. Each applicant granted sabbatical leave shall sign an agreement to return to service in the school district for a consecutive two-year period commencing in September of the year following the sabbatical leave or in the event of a one-half year leave, the next following semester. If for any reason the applicant is not able to fulfill the return to service agreement, the unit member shall repay the District the full amount of compensation earned during the sabbatical leave or a pro-rated amount to the extent that the two-year service requirement referred to herein is not fulfilled.
- vii. A unit member on a semester sabbatical shall receive 75% of that semester's pay. A unit member on a full year sabbatical shall receive 50% of his/her annual salary.

7. Miscellaneous Leaves

- A. Unit members will be entitled to the following absences with pay:
 - i. Time necessary for appearance in any legal proceeding in response to a subpoena.
 - ii. When unit members are required to serve on jury duty on a scheduled work day, the District will pay full salary for the period of such duty. Upon receipt of the jury duty pay from the appropriate governmental agency by the unit member, the member will remit the jury duty portion of the pay to the District, either by endorsing the jury duty check or, if the expenses for jury duty are combined with the pay, by issuing a personal check for the jury duty portion of the pay. The Unit Member shall provide his/her Building Principal with a copy of the jury service notice as soon as possible after receipt.
- B. A unit member, upon request, may be granted at least one day per year to visit another school system. The following procedures and limitations will apply:
 - i. The request should be submitted in writing to the Building Principal three (3) weeks in advance. The Building Principal may waive the time requirement at his/her discretion.
 - ii. The request should include a brief statement of the purpose-of the visit and the name of the school to be visited. The request should indicate if the unit member wishes the Building Principal to make arrangements for the visit

with the person in charge of the program to be observed.

- iii. Approval or denial of a request with the reason stated shall be made in writing one week in advance of a day requested.
- iv. The Building Principal may request additional visitations to be made by the unit member.
- v. Following such visit, a written report of the unit member's observations shall be made to the Building Principal.
- vi. Unit members will be reimbursed for reasonable expenses. If a personal vehicle is used, mileage up to a maximum of 150 miles will be paid at the current I.R.S. rate per mile. The Building Principal may waive this mileage limit at his/her discretion.

C. With the approval of the Building Principal, a unit member may be granted, upon request and without any loss of pay, time necessary for attendance at professional meetings, conferences, coaching schools, or clinics, for the purpose of expanding the attendant's education and/or enhancing the instructional process. The following stipulations shall apply:

- i. Request shall be submitted to the appropriate Department Chairman and Building Principal one month prior to the annual meeting or a budget requisition time.
- ii. A brief statement relating to the type of the meeting or conference shall accompany the request.
- iii. Attendance at additional meetings or conferences may be requested by the appropriate Department Chairman or Building Principals.
- iv. Unit members will be reimbursed by the Board of Education for reasonable expenses incurred.
- v. Attendance at a coaching school or clinic by a coach shall be limited to one per year.

8. When a current employee moves to an Association bargaining unit position, all earned accruals shall transfer with the new unit member for use in accordance with this Agreement.

ARTICLE VIII – EVALUATION

Pursuant to applicable law and regulations, the parties have negotiated an APPR evaluation plan, which is subject to continuing negotiations as may be set forth in the plan or pursuant to law. Where any provision of the APPR plan is inconsistent with a provision of Article VIII, the provision of the APPR plan shall control.

1.
 - A. The purpose of evaluation is to assess the areas of strength and weakness of a unit member and to judge the competency of that unit member.
 - B. Unit members shall have reasonable expectation of continued employment provided their services are competent, efficient, and satisfactory. The granting of tenure is vested exclusively with the Board of Education.
 - C. All unit members shall be advised as to the evaluation procedures of the District. In the event that a unit member is found to be unsatisfactory in any particular area, the unit member shall be advised of the unsatisfactory area requiring change or improvement, etc., and shall be expected to remedy such deficiencies in his/her performance within a reasonable time and opportunity provided the unit member to do so.

2.
 - A. Tenured unit members shall be evaluated each year through a minimum of one (1) formal announced observation and a minimum one (1) independent unannounced observation. There shall be a minimum of three (3) such formal observations (2 announced/1 unannounced) and at least one (1) independent unannounced observation each year for probationary unit members.
 - B. Any document of an evaluative nature must be presented to the unit member in a timely fashion. The member shall have the right to respond to such documents within five (5) school days of the documents receipt. The member must acknowledge the document, which shall indicate receipt. The document can be finalized by the administrator issuing it only after the five (5) day period has elapsed or the response is attached.

3. Formal Announced Observation

- A. Unit members will be evaluated by an observation in the workplace.
- B. A pre-observation meeting will be scheduled by the observer at least one day before the formal announced observation. A lesson plan will be completed by the unit member and sent electronically to the observer at least one day prior to the pre-observation through the observation management system.
- C. A post-conference will be scheduled within five (5) school days of the observation with the completed observation submitted into the observation management system within ten (10) school days of the observation. Once the observation is submitted, a unit member can choose to make comments that will become part of the permanent record.
- D. Unit members may, at their request, meet with the Superintendent to review their evaluation records prior to these records being placed in their personnel file.

- E. Nothing in this Article shall prohibit the District from disciplining or discharging a unit member for:
 - i. Incompetence;
 - ii. Neglect of duty;
 - iii. Insubordination;
 - iv. Misconduct.

4. Independent Unannounced Observation

- A. At least one (1) independent observation will be completed on each unit member lasting at least 15 minutes in length. Only domain 2(a and b) elements in the rubric will be observed.
- B. The observer must complete their observation and submit it into the observation management system within 5 school days of observation. The teacher will have the opportunity to add a comment to the observation that will become a permanent part of the form.

- 5. The District and Association shall form a committee to review the evaluation process under Article VIII. The committee shall be composed of the Superintendent of Schools, President of the Association, and additional members each shall designate. The charge to the committee is to review the present evaluation process, especially as set forth in Article VIII and State regulations for APPR, and make any recommendations it deems appropriate. Any recommendations of the committee which require changes to Article VIII or affect terms and conditions of employment as they relate to evaluation, shall be subject to the approval of the Superintendent, Board, and Association.
- 6. The parties acknowledge that they have a duty to negotiate in good faith certain aspects of Education Law §3012d (Chapter 59 of the Laws of 2019). Accordingly, notwithstanding the other provisions in this Memorandum of Agreement, those subjects of negotiations as required under Section §3012–d of the Education Law shall remain open subjects of bargaining between the parties beyond the time of ratification of this Memorandum of Agreement. In satisfaction of the parties obligations pursuant to Chapter 59 of the Laws of 2019 (Education Law Section §3012-d and others), the school district and association shall form a committee comprised of members designated by each party (APPR Committee) to work on recommendations for new evaluation procedures and processes as required by that law within applicable time periods. The work of the committee that results in any changes to the Collective Bargaining Agreement and/or evaluation procedures, shall be subject to approval by the Superintendent, the Board of Education, and by the Association.
- 7. The Superintendent of Schools or their designee shall annually evaluate the performance of the Teaching Assistants and shall report the results of such evaluations to the Teaching Assistants and their supervisor(s). The template for such evaluation will be created by the School District’s Director of Pupil Personnel services and the Association.

ARTICLE IX - PERSONNEL FILES

1. Only material containing salary and fringe benefits information and material of a professional evaluative nature will be placed in a unit member's file. Where material of a professional evaluative nature is prepared by an administrator below the level of Superintendent of Schools for inclusion in a unit member's file, the administrator shall provide a copy of the material to the unit member prior to submitting it to the Superintendent. The unit member shall have five (5) calendar days to respond to the administrator who has prepared the material. That administrator may submit the material in its original or amended form to the Superintendent five (5) days after providing the original material to the unit member.
2. A copy of all written materials related to the unit member's job performance shall be given to the unit member prior to placement in the personnel file. The unit member shall be entitled to attach a written response which shall also be placed in the personnel files.
3. Unit members shall have the right to review the contents of their personnel files at any time during normal office hours.

ARTICLE X - VACANCIES, PROMOTIONS AND TRANSFERS

1. New and Promotional Positions
 - A. Whenever any new position is created or whenever any vacancy shall occur in any promotional position, the same shall be publicized by giving written notice of such position to the Association and by posting such notices in each school building. This notice shall set forth the qualification for the position, salary range, and the selection process. For Schedules C, D, E, and F, email notice in lieu of building posting will be sent to the appropriate audiences.
 - B. Unit members who desire to apply for such vacancies shall submit their applications to the Superintendent, or his/her designated administrator, within the time limit specified in the notice. Upon request, each applicant will be granted an interview.
 - C. Within sixty (60) days of the final submission date, the Board shall inform the applicant, in writing, of its decision.
 - D. If the applicant for such a position who is not selected requests the reasons, such reason shall be given to him/her orally whether or not the position has been filled.
2. Non-Promotional Positions

Vacancies in existing non-promotional positions shall be posted at least two (2) weeks prior to the deadline for applications. In emergency situations, the Association may waive the deadline.
3. Transfers

Unit members who wish to transfer in position shall inform the Superintendent. When a vacancy or a new position occurs in the area that the unit member requested, the Superintendent or his/her designee shall notify the unit member and arrange an interview.

4. Appointment to Unit Vacancies

All appointments to vacancies and openings within the unit represented by the Association shall be based on qualifications and experience (the same being equal, seniority in the system shall determine the appointment), and shall be made at the sole discretion of the Board. Such appointments shall be made without regard to age, sex, race, creed, color, religion, nationality, marital status, or ancestry.

ARTICLE XI - DEPARTMENT CHAIRPERSONS, COORDINATORS, LEADERS, AND LIAISONS

1. Salary and Assigned Periods

- A. Salary applicable to Department Chairperson, Assistant Chairperson, Department Coordinator, Grade Level Coordinator, Grade Level Leader, Team Leader, AP Coordinator, Department Liaison, and such other similar positions or assignments as may be established by the Board of Education at its discretion are within Schedule C.
- B. Department Chairpersons for Grades 6-12, Assistant Chairpersons for Grades 6-8 or for Grades 9-12, and Coordinators for Grades K-12 shall be limited to a maximum of five (5) assigned periods per day.
- C. Department Chairpersons for Grades K-12 shall be limited to a maximum of four (4) assigned periods per day.
- D. Department Liaison is a reduced job description.
- E. The CSE Chairperson is a ten-month position with up to an additional 20 workdays as agreed upon between the PPS Director and the respective CSD Chairperson, which will be paid at the respective CSE Chairpersons base hourly rate of pay.

2. IB Coordinator

- A. IB Coordinator is similar to that of department chairpersons and coordinators. The member who applies for and is assigned this responsibility shall be released from two (2) periods of instruction per day and shall not have any assigned supervisory period as compensation for performance of such duties.
- B. This assignment shall be on an annual basis and shall be made following a posting for such assignment in accordance with the requirements as applied to department chairpersons and coordinators.

ARTICLE XII - TEACHER AIDES

1. Teacher Aides
 - A. A teacher aide may be assigned by the Board of Education to assist the unit members in such non-teaching duties as:
 - i. Managing records, materials, and equipment;
 - ii. Attending to the physical needs of children; and
 - iii. Supervising students and performing such other services as support work duties when such services are determined and supervised by unit members.
 - B. Recommendations for the use of teacher aides will be submitted through the cabinet in each building to the Building Principal who shall include these along with his/her recommendations in a report to the Superintendent for consideration by the Board of Education. The Superintendent shall report back to the cabinet, by way of the Building Principal, the disposition thereof.

ARTICLE XIII - GRIEVANCE PROCEDURE

1. Definitions
 - A. "Grievant" shall mean either: (1) unit member; or (2) the Association;
 - B. "Grievance" shall mean an alleged violation (misapplication or misinterpretation) of any one or more of the terms and provisions of this Agreement; and,
 - C. "Class Grievance" shall mean a grievance affecting a substantial number of unit members from more than one building. A class grievance may be initiated by the Association in the first instance at the Superintendent's stage of consideration. In such event, the time for the Superintendent to render a decision shall be fifteen (15) school days from the receipt of the grievance.
2. Procedural Requirements
 - A. A grievance must be submitted within thirty (30) school days of the occurrence giving rise to the grievance or of the date which the Grievant had or should have had knowledge thereof, in order to be timely.
 - B. In the event a unit member or group of unit members presents a grievance, notice of meetings, written submissions, or other such communications shall be provided to the Association. The Association shall have the right to participate in any meeting or hearing of said grievance.
3. Grievance Procedure
 - A. Stage 1 - A Grievant shall submit a written statement/grievance giving all necessary details and particulars relating to the grievance to the administrator or supervisor whose area of responsibility covers the subject of the grievance. Within

- five (5) school days after submission, a meeting will be held between the administrator or supervisor and the Grievant and/or the representatives thereof. Within five (5) school days thereafter, the administrator or supervisor will render a decision in writing to the Grievant;
- B. Stage 2 - In the event the grievance is not resolved and the Grievant desires to pursue the same, the Grievant, within ten (10) school days of receipt of the decision in Stage 1, shall notify the Superintendent of Schools in writing of the desire to pursue the grievance. Within ten (10) school days of receipt of such notice, the Superintendent shall consider the grievance and render a decision in writing. The Superintendent may hold a meeting with the Grievant and Association to discuss the substance of the grievance within this ten (10) day period.
- C. Stage 3 - In the event the grievance is not resolved and the Grievant desires to pursue the same, the Grievant, within ten (10) school days of receipt of the decision of the Superintendent, shall notify the Board, in writing, of the desire to pursue the grievance by delivering such notice to the Superintendent on behalf of the Board. Within ten (10) school days, the Board, or committee thereof, shall hold a meeting on the grievance, in executive session, with the Grievant(s). Within ten (10) school days thereafter, the Board of Education shall render a written decision concerning the grievance. There shall be no appeal of a grievance beyond the Board level unless the Association is the Grievant or pursues the appeal on behalf of the Grievant.
- D. Stage 4 - In event the grievance is not resolved and the Association desires to pursue the grievance, the matter shall be submitted to arbitration by filing a Demand for Arbitration with the Clerk of the Board within fifteen (15) school days of the final decision at the Board of Education stage. Arbitration shall be conducted in accordance with the following procedures:
- i. All arbitrations shall be heard before one of the following arbitrators who shall be appointed on a rotating basis: Jeffrey Selchick (Albany); Howard Edelman (Long Island); Dan A. Eischen (Ithaca); Jay Siegel.
 - ii. The rules and procedures of the American Arbitration Association shall apply to the conduct of hearings;
 - iii. The selected arbitrator will hear the matter promptly and will issue the decision. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning, and conclusions on the issues;
 - iv. The arbitrator shall have no power or authority to make any decisions which require the commission of an act prohibited by law or which is violates of the terms of the Agreement;
 - v. The decision of the arbitrator shall be final and binding upon all parties; and,
 - vi. The cost for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association.

ARTICLE XIV - INSURANCE AND WELFARE

1. Health Insurance

A. Effective July 1, 2018, the District will contribute to the cost of the DEHIC Healthy Advantage Plan as it exists on July 1, 2018, to all unit members as follows:

	7/1/23	7/1/24	7/1/25	7/1/26	7/1/27
Full-time Employee Coverage	85%	85%	85%	85%	85%
Dependent Coverage	85%	85%	85%	85%	85%
Part-time (.5 up to 1.0) Employee Coverage	85%	85%	85%	85%	85%
Dependent Coverage	50%	50%	50%	50%	50%
Part-time (less than .5) Employee Coverage	80%	80%	80%	80%	80%
Dependent Coverage	0%	0%	0%	0%	0%

Effective July 1, 2018, the employer contribution to the cost of the DEHIC Healthy Advantage Plan shall be 85%. Effective July 1, 2018, the District will contribute 90% to the cost of the DEHIC EPO Select 20 Plan for employees who select that plan.

A bargaining unit member who is .5 FTE to less than 1.0 FTE has the same payment as full-time members for individual and 50% dependent coverage.

Once 1.0 FTE status is reached, then payment will be in accordance with the provision for full time members.

B. Employee contribution toward the premium shall be by payroll deduction.

C. Unit members in a part-time status as of November 25th, 1998, shall continue to receive health insurance benefits as provided to full-time employees so long as they remain continuously employed by the District.

2. Health Insurance Benefits in Retirement and Retirees.

A. The Board will contribute to the cost of the Dutchess Educational Health Insurance Consortium (DEHIC) Alternate PPO Plan as it exists as of July 1, 2001, which will represent the minimum level of benefits to be provided for the health insurance of unit member retirees and dependents. Effective July 1999, the District will contribute for retirees as follows:

Employee Coverage 90%
 Dependent's Coverage 70%

- B. Effective July 1, 2018, the District will no longer offer the DEHIC Alternate PPO Plan as a health insurance plan choice to retirees. Effective July 1, 2018, the District will contribute to the cost of the DEHIC Healthy Advantage Plan as it exists on July 1, 2018, as follows:

Employee Coverage	90%
Dependent's Coverage	70%

- C. Effective July 1, 2014, any unit member who retires with individual coverage or later reverts to individual coverage from dependent coverage shall have the same employer contribution towards individual coverage as the unit member had at the time of retirement as an active employee.

Effective July 1, 2014, a member of the bargaining unit member must have worked for the School District a minimum of ten (10) consecutive years immediately prior to retirement in accordance with the rules and regulations of the applicable New York State Retirement System in order to qualify for health insurance in retirement. A unit member who may have been off payroll for reasons such as extended medical illness immediately prior to retirement would be deemed to satisfy this requirement.

- D. The District will contribute 85% percent toward individual health insurance and 70% toward dependent health insurance upon and in retirement for bargaining unit members who retire during the period of January 1, 2018, through June 30, 2018.

3. Any contribution to health insurance shall be a true percentage of the entire annual premium. Employee contributions toward the health insurance premiums shall be by payroll deductions.
4. The District will offer Domestic Partnership Health Insurance coverage subject to the requirements and procedures established by the DEHIC under the Empire Blue Cross Blue Shield Rider, or as may otherwise exist under DEHIC and insurance provided by the District pursuant to this article.
5. The School District will offer the DEHIC EPO Select 20 plan as a voluntary option in which members and retirees may participate. A full-time member of the bargaining unit who participates in the DEHIC EPO Select 20 plan will have a District contribution of ninety percent (90%) of the cost of the DEHIC EPO Select 20 plan. A part-time member of the bargaining unit who participates in the DEHIC EPO Select 20 plan will have a District contribution as set forth in Article XIV.1.A. A retiree who participates in the DEHIC EPO Select 20 shall have the level of District contribution as provided in Article XIV.2. Members and the retirees may switch plans at any open enrollment period or as allowed under the plan, law, rule, and regulation.
6. Health Insurance Opt Out

- A. Unit members and retirees who are otherwise health insured may opt out of the

District's health insurance program and receive a payment equal to 35% of the annual premium paid by the District as set on July 1 of each year. Such payment shall be made by the District in two installments, the first to be made on or before October 1st and the second to be made on or before April 15th of each year.

- B. The application and proof of alternative health care coverage shall be provided to the Business Administrator in writing by June 1st in order to opt out as of July 1st; and by December 1st in order to opt out as of January 1st. Applications for buyouts must be renewed each year by June 1st.
- C. Re-entry into the District's health insurance program shall be allowed at any time subject only to the waiting period, if any, of the District's health insurance program rules and regulations.
- D. New employees may choose this option and receive this benefit on a pro-rated basis, provided that an application and proof of other health insurance is furnished to the Business Administrator within thirty (30) calendar days of beginning work.
- E. Re-entry into the District's health insurance program shall be conditioned upon the unit member's repaying 1/12th of the annual buy out amount for each month remaining in the school year. In the event that the employee's services are terminated for whatever reason or the employee is granted an unpaid leave, the employee shall be required to repay the portion of the amount applicable for the remaining months in the school year. To the extent that the payment is not made on a voluntary basis, the District is authorized to recoup repayment from any unpaid salary or compensation otherwise due the employee.

7. Welfare Trust Fund

- A. The District will contribute to the Welfare Trust Fund the sum of \$1,700 per member effective July 1, 2019.
- B. On each July 1st, the District will contribute one half of the amount due to the Welfare Trust Fund for each bargaining unit member of record on July 1st. On November 1st the second half of the amount due will be paid by the District, with appropriate adjustments made for any changes of membership that occurred after July 1st.
- C. The Welfare Trust Fund will be administered by the Association only - provided, however, that the District's contribution shall be used for purchasing benefits such as: dental, life, optical, disability, or income protection insurance and group legal services.
- D. The Association shall inform the Board of Education of the usage of the Fund and upon request of the Board, the Association shall provide appropriate accounting records as to the use and disposition of the monies in the Fund. In addition, the Association is required to notify the District no later than January 10th of each year whether any portion of the District contribution toward the fund should be treated as taxable to any employee or member of the fund. Members of the bargaining unit may elect payroll deductions for their individual contributions to

the fund and the District will credit the fund with the amount of the members' contributions each payroll date.

- E. A pool of \$2500 per year will be provided by the District for damaged property. This pool shall be used for the reimbursement of damaged, lost, or stolen equipment brought into the District by unit members for educational purposes, where such equipment is brought into the District with the prior written approval of the administration.

8. Full Flex Plan

- A. The District shall offer an Internal Revenue Code Section 125 full flex plan to members of the unit effective April 1st, 1999. The District shall select the administrator of the plan and be responsible for payment of the administrative fees. The District shall consult with the Association as to the selection of a plan administrator.
- B. Full year contract substitutes will be eligible for this benefit.

ARTICLE XV - MISCELLANEOUS PROVISIONS

- 1. Professional Development. Each unit member will follow a continuous program of professional growth.
- 2. Curriculum. The faculty shall be entitled to propose to the Building Principal changes in the curriculum to be reviewed by the Board. The Unit members involved in the project will be advised, in writing, of the disposition of the proposals and the reasons therefore. The faculty will be consulted in the planning stages of special projects funded by special Federal or State grants.
- 3. Association Building Meetings
 - A. In each building the Red Hook Faculty Association building representatives, and any other unit member(s) selected by the faculty of the building, shall meet as a cabinet at least once a month with the Building Principal to review and discuss matters of mutual interest. Such meetings shall take place on a day mutually agreed to.
 - B. The minutes of such a meeting shall be transcribed and distributed to the faculty of the building within three (3) school days unless a faculty meeting is held.
- 4. Teacher Facilities, Textbooks and Materials
 - A. Each school shall have an appropriately furnished room to be provided for the use of unit members as a lounge.
 - B. Conference facilities shall be made available for department and grade level meetings.

- C. Unit members in academic and/or grade level areas will be consulted in the selection of textbooks and related materials. Recommendations for textbooks and related materials will be submitted to the Department Chair and Building Principal who will include these along with their recommendations to the Superintendent for consideration by the Board.
- D. The Board agrees to order materials approved for use in such time that they will be available for use at the opening of school. Within a reasonable period of time following a requisition submission date, a unit member will be notified by the Department Chairperson or Building Principal of all changes in such unit member's requisition with explanation for such change. For the purpose hereof, a reasonable time shall be deemed to be time sufficient to permit a resubmission of the changed item or items.

5. Calendar

- A. Unit members may be required to work no more than 183 days. The last two days will be half days for K-8 student attendance. The last day will be a half day for teacher attendance. The school calendar shall designate anticipated make up days to be used in the event of excessive school closings and shall designate the order of make-up days. However, it is understood that circumstances may require make up days and other changes to the school calendar beyond that originally set forth. Such make-up days, if students are not involved and the District has determined that not all unit members need to be present at the same time, could be made up either at Spring Recess or in June after school closes. Additionally, the school calendar shall also designate the anticipated days that school would be closed in the event that fewer closings than anticipated occur during a school year.
- B. Prior to March 1 of each subsequent year, the Superintendent shall consult with the Association in the development of the calendar for the ensuing school year. The school calendar for each school year will be annexed to this contract.

6. Expense Reimbursement

Unit members who are authorized to use their own automobile to travel to more than one building will be reimbursed at the I.R.S. rate in effect on July 1st of that school year. Claim forms and mileage records shall be submitted on a quarterly basis.

- 7. Traveling teachers are those assigned between different buildings. Each traveling teacher will be assigned a base school for the purposes of attending faculty meetings, evaluations, and open houses. For each traveling teacher, the District will assign specific parking spaces in close proximity to the buildings in order to maximize instructional time. Traveling teachers will also be given a mailbox at each school in which he or she is assigned. Travel between schools will be reimbursed at the current IRS rate. Traveling teachers will have a reasonable period of time to travel between buildings, inclusive of breakdown and set-up times.
- 8. Non-resident unit members may enroll children for whom the unit member is the parent or legal guardian in the School District without paying the non-resident tuition

under the following conditions:

- A. The unit member agrees to donate a minimum of eighty (80) hours per enrolled child per year toward a District sponsored duty such as tutoring, chaperoning, or approved stipend position. The 80-hour requirement will be provided in consistent blocks of time, preferably in increments of eight (8) hours per month. This time frame can vary upon approval of the Superintendent.
- B. The unit member shall submit a written plan to the Superintendent no later than September 1 detailing how the unit member will meet the 80-hour requirement per child.
- 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 number of required hours to meet this obligation, the unit member shall be responsible for the full tuition amount for the school year as set by the Board of Education. If the unit member does not pay the full amount due prior to the start of the succeeding school year, beginning with the first paycheck of the new school year, the District shall deduct in equal installments throughout the school year from the unit member's bi-weekly paychecks for the tuition to be paid in full.
- E. This Agreement shall not be subject to the grievance process set forth in the parties' collective bargaining agreement and the decisions of the Superintendent shall be final and binding and unreviewable for any reason in any forum. No arbitrator, court or any reviewing body shall have any authority to substitute their judgment for that of the Superintendent.

ARTICLE XVI - TERM, AMENDMENT, MODIFICATION AND TERMINATION

- 1. The provisions hereof shall be effective as of July 1, 2023, and remain in effect until June 30, 2028, and from year to year thereafter unless either party hereto shall notify the other, in writing, on or before January 15 of the final year of their desire to amend, modify, or terminate the same.
- 2. Should either party timely notify the other of a desire to amend, modify or terminate this agreement as hereinbefore provided, negotiations for a subsequent agreement shall commence on March 15th next following such notice, unless the parties shall mutually agree upon an alternate date, on which date the party giving notice shall present in full its proposals for such subsequent agreement. Within fifteen (15) days thereafter, unless time is extended by mutual agreement, the party not initiating renegotiation by notice, shall present in full its proposals for such subsequent agreement.
- 3. This agreement and the terms, conditions, and covenants contained herein shall not be altered, changed, or modified except by an agreement, in writing, executed by the parties

hereto.

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

ARTICLE XVII - LEGISLATIVE ACTION

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

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in the manner following.

RED HOOK FACULTY ASSOCIATION

RED HOOK CENTRAL DISTRICT

BY: April Montgomery
April Montgomery
President

BY: Janet Warden
Janet Warden
Superintendent of Schools

Date: 2-8-24

Date: 2/8/24

SCHEDULE A

1. Each unit member shall be placed on the salary schedule as follows:
 - A. Placement will be based on the experience credited at the time of employment plus the years of service in the District.
 - B. All teachers will advance one full step in each succeeding year.

COMPENSATION SCHEDULE FOR UNIT MEMBERS BACHELOR'S EXCLUSIVE OF NURSES AND TEACHING ASSISTANTS

Bachelor's Schedule 2023-28

STEP	22-23	23-24	24-25	25-26	26-27	27-28
1.0	58,148	59,311	60,497	61,707	62,941	64,200
1.5	59,087	60,269	61,474	62,703	63,957	65,236
2.0	60,031	61,232	62,457	63,706	64,980	66,280
2.5	61,012	62,232	63,477	64,747	66,042	67,363
3.0	61,993	63,233	64,498	65,788	67,104	68,446
3.5	63,010	64,270	65,555	66,866	68,203	69,567
4.0	64,029	65,310	66,616	67,948	69,307	70,693
4.5	65,089	66,391	67,719	69,073	70,454	71,863
5.0	66,145	67,468	68,817	70,193	71,597	73,029
5.5	67,244	68,589	69,961	71,360	72,787	74,243
6.0	68,342	69,709	71,103	72,525	73,976	75,456
6.5	69,483	70,873	72,290	73,736	75,211	76,715
7.0	70,627	72,040	73,481	74,951	76,450	77,979
7.5	71,813	73,249	74,714	76,208	77,732	79,287
8.0	72,997	74,457	75,946	77,465	79,014	80,594
8.5	74,230	75,715	77,229	78,774	80,349	81,956
9.0	75,461	76,970	78,509	80,079	81,681	83,315
9.5	76,741	78,276	79,842	81,439	83,068	84,729
10.0	78,022	79,582	81,174	82,797	84,453	86,142
10.5	79,356	80,943	82,562	84,213	85,897	87,615
11.0	80,686	82,300	83,946	85,625	87,338	89,085
11.5	82,068	83,709	85,383	87,091	88,833	90,610
12.0	83,448	85,117	86,819	88,555	90,326	92,133
13.0	83,850	85,527	87,238	88,983	90,763	92,578

**COMPENSATION SCHEDULE FOR UNIT MEMBERS MASTER'S
EXCLUSIVE OF NURSES AND TEACHING ASSISTANTS**

Master's Schedule 2023-28

STEP	22-23	23-24	24-25	25-26	26-27	27-28
1.0	62,932	64,191	65,475	66,785	68,121	69,483
1.5	63,890	65,168	66,471	67,800	69,156	70,539
2.0	64,848	66,145	67,468	68,817	70,193	71,597
2.5	65,836	67,153	68,496	69,866	71,263	72,688
3.0	66,826	68,163	69,526	70,917	72,335	73,782
3.5	67,855	69,212	70,596	72,008	73,448	74,917
4.0	68,880	70,258	71,663	73,096	74,558	76,049
4.5	69,946	71,345	72,772	74,227	75,712	77,226
5.0	71,010	72,430	73,879	75,357	76,864	78,401
5.5	72,111	73,553	75,024	76,524	78,054	79,615
6.0	73,215	74,679	76,173	77,696	79,250	80,835
6.5	74,353	75,840	77,357	78,904	80,482	82,092
7.0	75,496	77,006	78,546	80,117	81,719	83,353
7.5	76,680	78,214	79,778	81,374	83,001	84,661
8.0	77,861	79,418	81,006	82,626	84,279	85,965
8.5	79,080	80,662	82,275	83,921	85,599	87,311
9.0	80,312	81,918	83,556	85,227	86,932	88,671
9.5	81,580	83,212	84,876	86,574	88,305	90,071
10.0	82,852	84,509	86,199	87,923	89,681	91,475
10.5	84,163	85,846	87,563	89,314	91,100	92,922
11.0	85,481	87,191	88,935	90,714	92,528	94,379
11.5	86,842	88,579	90,351	92,158	94,001	95,881
12.0	88,206	89,970	91,769	93,604	95,476	97,386
13.0	92,946	94,805	96,701	98,635	100,608	102,620

ADDITIONAL COMPENSATION

2. Payment for Credits Earned
 - A. Board approved credits for university, college and in-service courses will be paid in blocks of three (3) credits to the maximum of sixty (60) hours above either the Bachelor's Degree or Master's Degree, heretofore or hereafter claimed.
 - B. The payment of credits earned will be for courses taken in the unit member's assignment area, certification area, or tenure area. Payment for courses taken for certificates in other areas or outside the field of education shall be subject to prior District approval.
 - C. All 60 credits may be with university or in-service credits (or any combination). Fifteen (15) clock hours of approved in-service credit shall equal one (1) credit hour.
 - D. Payment for credit will be effective the beginning of the semester in which the official transcripts are received retroactive to the beginning of that semester. Submission of credits will be permitted twice annually – by August 31 for the fall semester and by January 31 for the spring semester.
 - E. Board approved credits will be paid at a rate of \$87.00 per credit hour.
3. No Association member shall be compensated for more than 60 credit hours unless it is deemed necessary by the Superintendent.
4. One credit, or 15-hours of in-service credit will be granted for student teacher supervision. In the event a student teacher is supervised by more than one unit member no more than two-unit members shall claim credit for each student teacher supervised.
5. Unit members on the permanent staff of the Red Hook Central School, who are called for or volunteer for active duty with the military service, Vista, or the Peace Corps will be given full credit for the time spent. A unit member hereafter coming into the employ of the District may, in the discretion of the Board of Education, receive up to two (2) years credit on the then existing salary schedule equal to such unit member's prior honorable service in a branch of the armed services of the United States, in the Peace Corps, or Vista program.
6. Any bargaining unit member who works any days beyond the regular school work week or work year, shall be paid 1/200th of his/her salary for each day worked. Any work beyond the contractual school year or work calendar shall be on a voluntary basis.
7. Unit members (excluding Athletic Trainer), covered by Schedule A with the appropriate years of service, will be eligible to receive payment of longevities in the amounts shown below. These longevities are cumulative; they are added to your base salary. "Credited Service in the District" is defined as the sum of the educational service credited by Red Hook on hire plus the years of service credited under Paragraph A.7 of this section and the number of years worked in the District.

Teacher Longevity	22-23	23-24	24-25	25-26	26-27	27-28
16 Longevity	4,463	4,552	4,643	4,736	4,831	4,928
18 Longevity	N/A	N/A	N/A	1,488	2,976	4,463
20 Longevity	4,411	4,499	4,589	4,681	4,775	4,871
23 Longevity	7,194	8,358	9,645	9,838	10,035	10,236
25 Longevity	4,411	5,519	6,749	6,884	7,022	7,162
27 Longevity	4,411	5,519	6,749	6,884	7,022	7,162
30 Longevity	6,228	3,293	N/A	N/A	N/A	N/A
Total Cumulative Longevity	31,118	31,740	32,375	34,511	36,661	38,822

These longevities are cumulative. For example, a unit member with 30 years of credited service would receive a longevity payment added to his/her base salary in 2023-24 of \$31,118; in 2024-25 of \$32,375; in 2025-26 of \$34,511, in 2026-27 of \$36,661, and in 207-28 of \$38,822.

**SCHEDULE B
COMPENSATION SCHEDULES FOR SCHOOL NURSES
AND TEACHING ASSISTANTS**

1. The entry-level salary for Registered School Nurses employed by the District will be as shown below:

22-23	23-24	24-25	25-26	26-27	27-28
64,298	66,870	69,545	72,327	75,220	78,228

- A. After three years of service, entry-level Registered School Nurses will advance to the salary shown below:

22-23	23-24	24-25	25-26	26-27	27-28
74,820	77,813	80,925	84,162	87,529	91,030

- B. Longevity – The following longevity will be added for nurses for years of service in the district:

Nurse Longevity	22-23	23-24	24-25	25-26	26-27	27-28
Year 7			2,028	2,069	2,110	2,152
Year 10	1,949	1,988		1,000	2,000	3,000
Year 14		4,129	4,212	4,296	4,382	4,470
Year 15	4,048					
Year 18		5,024	5,124	5,226	5,331	5,438
Year 20	4,925					
Total Cumulative	10,922	11,141	11,364	12,591	13,823	15,060

Longevity payments for school nurses will be made following the same procedures established for longevity payments to teachers as outlined in Schedule A.

2. Registered School Nurses shall not be eligible for sabbatical leave.
3. Registered School Nurses will be paid for credits after the Bachelor's in the same method as teachers. They shall also earn in-service credits regardless of whether or not they have earned a Bachelor's degree.
4. Registered School Nurses may apply in any school year for up to one hundred dollars (\$100.00) toward out-of-pocket expenses for taking university, college or in-service courses approved in advance by the Superintendent. Out-of-pocket expenses may include tuition, registration fees, and mileage at the IRS rate, books, or supplies. Payment in lieu of out-of-pocket expenses shall be made in the total amount of the claim up to the limit of \$100.00 and will not be subject to FICA, withholding taxes, or retirement.

5. Below are the Teaching Assistant Salary Schedules

A. Red Hook Central School District Level 1 Teaching Assistant Salary Schedule:

	22-23	23-24	24-25	25-26	26-27	27-28
1	25,313	25,819	26,335	26,862	28,205	29,615
2	25,718	26,232	26,757	27,292	28,657	30,090
3	26,129	26,652	27,185	27,729	29,115	30,571
4	26,547	27,078	27,620	28,172	29,581	31,060
5	26,972	27,511	28,061	28,622	30,053	31,556
6	27,403	27,951	28,510	29,080	30,534	32,061
7	27,842	28,399	28,967	29,546	31,023	32,574
8	28,287	28,853	29,430	30,019	31,520	33,096
9	28,740	29,315	29,901	30,499	32,024	33,625
10	29,199	29,783	30,379	30,987	32,536	34,163
11	29,666	30,259	30,864	31,481	33,055	34,708
12	30,141	30,744	31,359	31,986	33,585	35,264

Additional Amount for Bachelor's Degree	3,000
Additional Amount for Master's Degree (Not Cumulative with Bachelor's)	6,000
Additional Amount for Teaching Certification with Masters	8,000

B. Red Hook Central School District Level II Teaching Assistant Salary Schedule:

	22-23	23-24	24-25	25-26	26-27	27-28
1	26,325	26,852	27,389	27,937	29,334	30,801
2	26,746	27,281	27,827	28,384	29,803	31,293
3	27,174	27,717	28,271	28,836	30,278	31,792
4	27,609	28,161	28,724	29,298	30,763	32,301
5	28,050	28,611	29,183	29,767	31,255	32,818
6	28,499	29,069	29,650	30,243	31,755	33,343
7	28,954	29,533	30,124	30,726	32,262	33,875
8	29,418	30,006	30,606	31,218	32,779	34,418
9	29,889	30,487	31,097	31,719	33,305	34,970
10	30,367	30,974	31,593	32,225	33,836	35,528
11	30,853	31,470	32,099	32,741	34,378	36,097
12	31,347	31,974	32,613	33,265	34,928	36,674

Additional Amount for Bachelors Degree	3,000
Additional Amount for Master's Degree (Not Cumulative with Bachelor's)	6,000
Additional Amount for Teaching Certification with Masters (Not Cumulative with Bachelors and Masters)	8,000

C. Red Hook Central School District Level III Teaching Assistant Salary Schedule:

	22-23	23-24	24-25	25-26	26-27	27-28
1	27,338	27,885	28,443	29,012	30,463	31,986
2	27,775	28,331	28,898	29,476	30,950	32,498
3	28,219	28,783	29,359	29,946	31,443	33,015
4	28,671	29,244	29,829	30,426	31,947	33,544
5	29,130	29,713	30,307	30,913	32,459	34,082
6	29,595	30,187	30,791	31,407	32,977	34,626
7	30,069	30,670	31,283	31,909	33,504	35,179
8	30,550	31,161	31,784	32,420	34,041	35,743
9	31,039	31,660	32,293	32,939	34,586	36,315
10	31,535	32,166	32,809	33,465	35,138	36,895
11	32,040	32,681	33,335	34,002	35,702	37,487
12	32,552	33,203	33,867	34,544	36,271	38,085

Additional Amount for Bachelor's Degree	3,000
Additional Amount for Master's Degree (Not Cumulative with Bachelor's)	6,000
Additional Amount for Teaching Certification with Masters (Not Cumulative with Bachelors and Masters)	8,000

D. Teaching Assistants Longevity effective July 1, 2023, as attached. Any time the member worked in the District prior to becoming a teaching assistant will be credited toward the longevity payment.

	22-23	23-24	24-25	25-26	26-27	27-28
Year 15		2,000	2,000	2,000	2,000	2,000
Year 18		2,000	2,000	2,000	2,000	2,000
Year 21		2,000	2,000	2,000	2,000	2,000
Total Cumulative		6,000	6,000	6,000	6,000	6,000

6. The salaries for any title not on Schedule A or Schedule B shall be increased by 4% on July 1, 2023, July 1, 2024, July 1, 2025, July 1, 2026, and July 1, 2027

**SCHEDULE C - COMPENSATION SCHEDULES FOR CHAIRS,
COORDINATORS, LEADERS, MENTORS,
AMBASSADORS AND LIAISONS**

							Rate	Rate
Stipend Title	Rate 2022- 2023	Rate 2023- 2024	Rate 2024- 2025	Rate 2025- 2026	Rate 2026- 2027	Rate 2027- 2028	2026-27 With 5-yr Longevity	2027-28 With 10-yr Longevity
AP Coordinator	\$2,422	\$2,814	\$2,814	\$2,814	\$2,814	\$2,814	\$2,955	\$3,096
CPSE Chairman Pre-K	\$2,022	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
CSE Chairman K-2	\$2,022	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
CSE Chairman 3-5	\$2,022	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
CSE Chairman 6-8	\$2,022	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
CSE Chairman 9-12	\$2,022	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
Instructional Technology (x3)	\$2,422	\$2,814	\$2,814	\$2,814	\$2,814	\$2,814	\$2,955	\$3,096
Science Coordinator Gr K-2	\$2,422	\$2,814	\$2,814	\$2,814	\$2,814	\$2,814	\$2,955	\$3,096
Science Coordinator Gr 3-5	\$2,422	\$2,814	\$2,814	\$2,814	\$2,814	\$2,814	\$2,955	\$3,096
Teacher Mentor (several)	\$4,003	\$4,003	\$4,003	\$4,003	\$4,003	\$4,003	\$4,203	\$4,403
Ambassador (several)	\$0.00	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,100	\$2,200
Team Leader (x4)	\$2,422	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
Grade Level Leader (x6)	\$2,422	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3675	\$3,850
Department Chair English	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair Art	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Coordinator Art	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair Student Services	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair Science	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair Social Studies	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair Math	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Chair World Language	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Dept. Coordinator Music	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Department Liaison PE	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
Dept. Liaison Career & Tech	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5291	\$5543
Dept. Chair Special Education	\$4,044	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5291	\$5543

Longevity Eligibility: Years of service must be consecutive except in instances where a teacher is on leave or the club is cancelled for a year.

**SCHEDULE D – EXTRA COMPENSATION SCHEDULE FOR COACHING,
EXTRACLASSROOM, INSERVICE AND OTHER**

Group I -- Coaches -- Football, Basketball, Wrestling							
Varsity Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5% for Longevity to begin in 26-27	Add 10% for Longevity to begin in 27-28
\$ 5,039	\$ 5,039	\$ 5,039	\$ 5,140	\$ 5,140	\$ 5,140	\$ 5,397	\$ 5,654
J.V. Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$3,694	\$ 3,694	\$ 3,694	\$ 3,768	\$ 3,768	\$ 3,768	\$ 3,956	\$ 4,145
Assistant Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 3,348	\$ 3,348	\$3,348	\$ 3,415	\$ 3,415	\$ 3,415	\$ 3,586	\$ 3,757
Modified Coach (Group I)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,846	\$ 2,846	\$ 2,846	\$ 2,903	\$ 2,903	\$ 2,903	\$ 3,048	\$ 3,193
Group II -- Coaches -- Baseball, Track, Cross Country, Field Hockey, Softball, Soccer, Lacrosse, Volleyball, Swimming, Unified Basketball							
Varsity Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 4,023	\$ 4,023	\$ 4,023	\$ 4,224	\$ 4,224	\$ 4,224	\$ 4,435	\$ 4,646
J.V. Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 3,021	\$ 3,021	\$ 3,021	\$ 3,172	\$ 3,172	\$ 3,172	\$ 3,331	\$ 3,489
Assistant Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,681	\$ 2,681	\$ 2,681	\$ 2,815	\$ 2,815	\$ 2,815	\$ 2,956	\$ 3,097
Modified Coach (Group II)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,353	\$ 2,353	\$ 2,353	\$ 2,471	\$ 2,471	\$ 2,471	\$ 2,595	\$ 2,718

Group III -- Coaches -- Tennis, Golf							
Varsity Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,846	\$ 2,846	\$ 2,846	\$ 2,988	\$ 2,988	\$ 2,988	\$ 3,137	\$ 3,287
J.V. Coach/Assistant Coach							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,353	\$ 2,353	\$ 2,353	\$ 2,471	\$ 2,471	\$ 2,471	\$ 2,595	\$ 2,718
Modified Coach (Group III)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 1,163	\$ 1,163	\$ 1,163	\$ 1,221	\$ 1,221	\$ 1,221	\$ 1,282	\$ 1,343
Group IV Advisors -- Cheerleading							
Cheerleading (Fall)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 1,479	\$ 1,479	\$ 1,479	\$ 1,553	\$ 1,553	\$ 1,553	\$ 1,631	\$ 1,708
Cheerleading (Winter)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	Add 5%	Add 10%
\$ 2,214	\$ 2,214	\$ 2,214	\$ 2,325	\$ 2,325	\$ 2,325	\$ 2,441	\$ 2,558
Group V -- Other							
Chaperone (Per Event)							
2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	N/A	N/A

Bargaining Unit Members who provide services as a chaperone on a class field trip will be eligible for compensation in accordance with the following conditions.

Chaperones will be paid when working two or more hours beyond the school day (any combination of time before or after the school day). Each field trip shall constitute one event for payment. Chaperones on field trips that go more than one day shall receive payment for each day.

The building principal will set the number of chaperones required for any given event.

The building principal will also have final approval of the selection of chaperones.

The decision of a bargaining unit member to chaperone is a voluntary one. It is understood that the teacher who planned the trip will accompany the class on the trip unless the teacher and his/her principal agree otherwise.

Unit members will submit a completed claim form to the building principal to receive payment.

Group V -- Other

Chaperone (Per Event)

2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	\$ 100.63	N/A	N/A

Curriculum Writing and In-service Development (Per Hour)

2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 41.28	\$ 41.28	\$ 41.28	\$ 41.28	\$ 41.28	\$ 41.28	N/A	N/A

In-service Participation (Per Hour)

2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 36.66	\$ 36.66	\$ 36.66	\$ 36.66	\$ 36.66	\$ 36.66	N/A	N/A

Intramural Sports (Per Hour)

2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 30.16	\$ 30.16	\$ 30.16	\$ 30.16	\$ 30.16	\$ 30.16	N/A	N/A

Secondary After School Detention (Per Period)

2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	N/A	N/A
\$ 37.40	\$ 37.40	\$ 37.40	\$ 37.40	\$ 37.40	\$ 37.40	N/A	N/A

Longevity Eligibility: Years of service must be consecutive except in instances where a teacher is on leave or the club is cancelled for a year.

SCHEDULE E

COMPENSATION SCHEDULE - MISCELLANEOUS

1. School Counselor(s) - If School Counselors are required to work the week following the end of school and the week prior to the start of school, they shall be paid 1.075 of his/her annual salary. Notwithstanding the foregoing, school counselor(s) who volunteer to work for the District shall be compensated in accordance with Paragraph 8 of Schedule A of this Agreement.
2. National Board Certification - Upon satisfying the conditions set forth herein, a unit member achieving National Board Certification shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained, and the conditions of this provision are satisfied.

Bargaining unit members in the titles of School Psychologist, School Counselor, Teacher of Students with Speech and Language Disabilities, and Teacher of the Speech and Hearing Handicapped who obtain or have National Board Certification, which is further defined as Nationally Certified School Psychologist (as awarded by the National Association of School Psychologists), Nationally Certified Counselor (as awarded by the National Board for Certified Counselors), Certificate of Clinical Competence in Speech-Language Pathology (as awarded by the American Speech-Language Hearing Association), shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained and the conditions of this provision are satisfied.

- A. A unit member shall notify the Superintendent of Schools in writing when he/she commences the application process for National Certification.
 - B. In order for a unit member to initially have the additional stipend added to his/her salary for a school year, he/she must notify the Superintendent in writing on or before March 15th of the prior school year that he/she will receive National Certification and shall submit proof of certification. Thereafter, the stipend shall continue for so long as such certification is held.
 - C. The unit member must notify the Superintendent if, for any reason, he/she no longer possesses valid certification.
 - D. professional activities consistent with their certification.
Each recipient of this stipend shall annually provide no more than six (6) hours of professional development within his or her area of national certification. The timing and content of such professional development shall be developed by the Superintendent in consultation with the recipient. Failure to provide such professional development will result in the loss of the stipend for the following year.
3. Effective July 1, 2017, bargaining unit members in the titles of Physical Therapist and Occupational Therapist, who have obtained national certifications in addition to those qualifying them for licensure in New York shall be paid an additional \$2,020 stipend per year for so long as such certification is maintained, and the conditions of this provision are satisfied.
 4. Chemical Hygiene Specialist – The member assigned the duties of Chemical Hygiene Specialist shall be paid an annual stipend of \$1,000.

SCHEDULE F

COMPENSATION SCHEDULE – CLUBS, ADVISORIES, MUSIC & THEATER

High School Stipend Title	Rate 2022- 2023	Rate 2023- 2024	Rate 2024- 2025	Rate 2025- 2026	Rate 2026- 2027	Rate 2027- 2028	Rate 2026-27 With 5-yr Longevity	Rate 2027-28 With 10-yr Longevity
High School Yearbook	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
High School Yearbook	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Class Advisor Grade 12	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Class Advisor Grade 12	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Class Advisor Grade 11	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Class Advisor Grade 11	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Class Advisor Grade 10	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Class Advisor Grade 9	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Amnesty International	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Anime Magna Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Art Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Bowling Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Debate Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Flying Model Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
FFA	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
FFA	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
FFA Assistant	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
French Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
GSA	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Gaming Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Gardening	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Gender Equality Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
German Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Honor Society	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Interact	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Journalism Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Math Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Mentoring Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Model UN	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
RHBC	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
RHBC	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Robotics Lead Advisor	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955

Robotics Lead Advisor	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Robotics Asst. Advisor	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
SADD	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
SADD	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Ski Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Ski Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Student Council	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Theater Arts Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Yoga	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Varsity Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
LAMS								
Stipend Title	Rate 2022-2023	Rate 2023-2024	Rate 2024-2025	Rate 2025-2026	Rate 2026-2027	Rate 2027-2028	Rate 2026-27 With 5-yr Longevity	Rate 2027-28 With 10-yr Longevity
Student Council	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Student Council	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Yearbook	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Yearbook	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Class Advisor Grade 8	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Class Advisor Grade 8	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Class Advisor Assistant Grade 8	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Class Advisor Grade 7	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Class Advisor Grade 6	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Ace of Spades Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Art Club 6	\$932	\$932	\$932	\$1,072	\$1,786	\$1,786	N/A	N/A
Art Club 7/8	\$932	\$932	\$932	\$1,072	\$1,786	\$1,786	N/A	N/A
Book Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Chess Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Debate Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Drama Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Dungeons & Dragons	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Environmental Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Field Hockey Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Flag Football Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Garden Club	\$932	\$932	\$932	\$1,072	\$1,786	\$1,786	N/A	N/A
GSA	\$932	\$932	\$932	\$1,072	\$1,786	\$1,786	N/A	N/A
Guitar Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Honor Society	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965

Knitting Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Math Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Mentoring Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Mentoring Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Morning News Club	\$1,553	\$1,553	\$1,553	\$1,631	\$1,631	\$1,631	\$1,712	\$1,794
Performance Technology Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Philosophy	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Robotics Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Robotics Club	\$1,553	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Running Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
SADD	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
School Store	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Ski Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Ski Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Social Justice Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Techno Math Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
							Rate	Rate
Mill Road	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Stipend Title	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2026-27 With 5-yr Longevity	2027-28 With 10-yr Longevity
Garden Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Garden Club	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
School Store	\$932	\$932	\$932	\$1,072	\$1,786	\$1,786	N/A	N/A
Yearbook	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Yearbook	\$932	\$932	\$932	\$1,072	\$1,072	\$1,072	N/A	N/A
Music and Theater Stipend Positions							Rate	Rate
Stipend Title	Rate 2022-2023	Rate 2023-2024	Rate 2024-2025	Rate 2025-2026	Rate 2026-2027	Rate 2027-2028	2026-27 With 5-yr Longevity	2027-28 With 10-yr Longevity
Theater Arts Advisor	\$4,391	\$4,545	\$4,704	-			-	
Musical Director	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,039	\$5,291	\$5,543
HS Vocal Jazz Ensemble	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
MS Show Choir	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Vocal Advisor Musical	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Choreographer Musical	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
MS Beginning Band	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965

MS Jazz Ensemble	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Orchestra Advisor Musical	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
HS Instrumental Jazz Ensemble	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Fall Play Director	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Producer Musical	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Festival Coordinator Instrumental HS	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Festival Coordinator Instrumental LAMS	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Festival Coordinator Vocal HS	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
Festival Coordinator Vocal LAMS	\$2,588	\$2,588	\$2,588	\$2,686	\$2,686	\$2,686	\$2,820	\$2,955
MR Jazz Band	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
HS Instrumental Jazz Band	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
HS Jazz Improv	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Rehearsal Accompanist Musical	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Set Construction Musical	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965
Technical (Light/Sound) Advisor Musical	\$1,035	\$1,553	\$1,553	\$1,786	\$1,786	\$1,786	\$1,875	\$1965

Longevity Eligibility: Years of service must be consecutive except in instances where a teacher is on leave or the club is cancelled for a year.

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