

AGREEMENT
between the
BOARD OF EDUCATION
GREAT NECK UNION FREE SCHOOL DISTRICT
COUNTY OF NASSAU, NEW YORK
and the
GREAT NECK TEACHERS ASSOCIATION
NEW YORK STATE UNITED TEACHERS,
AFT-NEA, AFL-CIO
Local #2686

JULY 1, 2023 – JUNE 30, 2028

Great Neck Public Schools



Where Discovery Leads to Greatness

GREAT NECK UNION FREE SCHOOL DISTRICT

GREAT NECK, NEW YORK

Board of Education

Rebecca Sassouni, President

Grant Toch, Vice President

Joanne Chan, Trustee

Steve Chen, Trustee

Donna Peirez, Trustee

Kenneth R. Bossert, Ed.D., Superintendent of Schools

Great Neck Teachers Association Negotiating Team

James Daszenski, President

Jennifer Snyder, Vice President, Professional Rights &
Responsibilities

Frank Bua, Chief Negotiator & Vice President, Administration

Kim Semder, Vice President, Contract Improvement

Daniel Isaac, Vice President, Professional Development

Maxine Bazzani, Treasurer

Cindy Pavlic, High School Director

Patti Crisafulli, Middle School Director

Jessica Kleinhaut, Elementary Director, PreK-2

Luci Legotti, Elementary Director, 3-5

Table of Contents

Preamble	1
Article 1: Professional Commitment.....	2
Article 2: Adult Education.....	2
Article 3: Amendments.....	2
Article 4: Association Rights	2
Article 5: Board-Administration-Association Relationship and Procedures	6
Article 6: Chaperoning and Supervising Extracurricular Activities	11
Article 7: Class Size.....	12
Article 8: Compensation for Extra Duties	14
Article 9: Compensation for Financial Loss.....	16
Article 10: Compensation for Special Trips	16
Article 11: Conferences: Administrator-Teacher	16
Article 12: Conformity to Law.....	18
Article 13: Curriculum and Faculty Development.....	18
Article 14: Department Heads and Lead Teachers	24
Article 15: Duration of Agreement.....	29
Article 16: Duties and Responsibilities of Teachers	29
Article 17: Duties and Responsibilities of Hourly Compensated Teaching Faculty	40
Article 18: Elementary (PreK-5) Classroom Preparation.....	42
Article 19: Equal Opportunity	42
Article 20: Excessing Procedures in Schools.....	43
Article 21: Exchange of Proposals.....	43
Article 22: Federal-State Supported Programs	43
Article 23: Flexibility.....	44
Article 24: Grievance Procedures	45
Article 25: Group Health Insurance.....	50
Article 26: Benefit Trust Fund	51
Article 27: Inservice Institute	52

Article 28: Jury Duty.....	55
Article 29: Just Cause.....	55
Article 30: Leaves (General)*.....	56
Article 31: Leaves (Adoptive).....	57
Article 32: Leaves (Dependency).....	57
Article 33: Leaves (Child Care).....	58
Article 34: Leaves (Personal).....	59
Article 35: Leaves (Sick and Bereavement).....	60
Article 36: Leaves (Post-FMLA Unpaid Leave).....	63
Article 37: Legal Assistance.....	64
Article 38: Paraprofessionals.....	64
Article 39: Participation of Teaching Faculty in Other Organizations.....	64
Article 40: Payroll Deduction Plans.....	65
Article 41: Personnel Files.....	65
Article 42: Planned Heterogeneous Teaching Groups in Elementary Schools....	67
Article 43: Professional Placement and Evaluation of Teaching Faculty.....	67
Article 44: Professional Time.....	76
Article 45: Qualifications of Teachers.....	76
Article 46: Recognition.....	77
Article 47: Salary Schedule.....	78
Article 48: Salary Schedule Conditions.....	80
Article 49: Selection of Department Heads.....	85
Article 50: SIR, Hourly ESL, HB and Externally Funded Professionals.....	86
Article 51: Social Security.....	88
Article 52: Status of Agreement.....	88
Article 53: Summer Scholarships.....	89
Article 54: Summer School.....	90
Article 55: Summer Workshops.....	91
Article 56: Superintendent's Conference Days.....	91
Article 57: Supervision of Student Teachers or Interns.....	91
Article 58: Termination of Employment –.....	92
Annual Compensated Teaching Faculty.....	92

Article 59: Termination of Employment – SIR, Hourly ESL, HB and Externally Funded Hourly Professionals.....	93
Article 60: Terminology	94
Article 61: Work Year for Teachers.....	94
Article 62: Requirement of the Taylor Law, Section 204-a.....	94
Appendix A1: GNTA Payroll Deduction Authorization.....	95
Appendix A2: GNTA Vote/Cope Payroll Deduction Authorization.....	96
Appendix B: Paraprofessional Allocation	97
Appendix C1: 2023-2024 Teachers' Salary Schedule	98
Appendix C2: 2024-2025 Teachers' Salary Schedule	99
Appendix C3: 2025-2026 Teachers' Salary Schedule	100
Appendix C4: 2026-2027 Teachers' Salary Schedule	101
Appendix C5: 2027-2028 Teachers' Salary Schedule	102
Appendix D1: 2023-2024 Hourly Salary Schedule.....	103
Appendix D2: 2024-2025 Hourly Salary Schedule.....	104
Appendix D3: 2025-2026 Hourly Salary Schedule.....	105
Appendix D4: 2026-2027 Hourly Salary Schedule.....	106
Appendix D5: 2027-2028 Hourly Salary Schedule.....	107
Appendix E1: 2023-2024 School Nurse Schedule.....	108
Appendix E2: 2024-2025 School Nurse Schedule.....	109
Appendix E3: 2025-2026 School Nurse Schedule.....	110
Appendix E4: 2026-2027 School Nurse Schedule.....	111
Appendix E5: 2027-2028 School Nurse Schedule.....	112
Appendix OT/PT1: 2023-2024 Occupational/Physical Therapist Schedule	113
Appendix OT/PT2: 2024-2025 Occupational/Physical Therapist Schedule	114
Appendix OT/PT3: 2025-2026 Occupational/Physical Therapist Schedule	115
Appendix OT/PT4: 2026-2027 Occupational/Physical Therapist Schedule	116
Appendix OT/PT5: 2027-2028 Occupational/Physical Therapist Schedule	117
Appendix F: Extra Compensation Schedule	118
Appendix F1: Extra Compensation Schedule For Coaching.....	120

Preamble

WHEREAS, pursuant to Article 14 of the Civil Service Law of the State of New York the Great Neck Teachers Association is recognized as the exclusive bargaining agent for all members of the bargaining unit as hereinafter defined.

NOW, THEREFORE, in consideration of the following mutual covenants, the Great Neck Board of Education and the Great Neck Teachers Association agree as follows:

Article 1: Professional Commitment

The Association and the Board recognize that teachers work in addition to the times established under the provisions of this Agreement. It is understood that the nature of professional service lies in the accomplishment of goals as well as in established times.

Article 2: Adult Education

The tuition portion of the Adult Education Program course fees for teachers age 60 or over and/or teachers who retire from the Great Neck Public Schools shall be at the same rate as that charged senior citizens in Great Neck.

Article 3: Amendments

This Agreement shall constitute the full and complete commitments between the Board and the Association as of the effective date of this Agreement and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment.

Article 4: Association Rights

The Board and the Association affirm that an effective and productive local Association is a definite educational asset to the school system. The Board and the Association also recognize that the Association has increased in size and in responsibility as the demands upon teachers' time and energies have increased and that Association leadership requires adequate time, physical facilities and information in order to administer a worthwhile professional program.

A. Released Time

1. To the extent administratively possible, members of the Executive Board will be released from building assignments to cafeteria, playground, study hall, bus loading platform, hall duty, and homeroom, and also be permitted, subject to the discretion of the building principal, to have flexible departure time to the extent that such flexibility does not interfere with the performance of normal professional duties.

In addition, two members of the Executive Board will be permitted, subject to the discretion of the building principal, to have flexible arrival times to the extent that such flexibility does not interfere with the performance of normal professional duties. Members of the Delegate Assembly will, subject to the discretion of the building principal, be entitled to have flexible departure times after the regular pupil dismissal time to attend to Association business to the extent that such flexibility does not interfere with the performance of normal professional duties.

2. To the extent administratively possible, five members of the Association's Executive Board shall be released from building assignments in the following manner:
 - a. For secondary school teachers, the release from building assignments shall occur during the last period of the school day.
 - b. For elementary school teachers, the release shall be provided by attempting to schedule special instruction, in such areas as music and physical education, during the last part of the school day.
3. While daily release may not be possible, every effort will be made to provide release on Tuesdays, Thursdays, and Fridays.
4. The Board agrees that Association representatives engaged in negotiations during the school day will be entitled to release time, as needed, without loss of salary. The Association agrees to negotiate 2/3 of the time during other than regular school hours.
5. It is also agreed that one after-school afternoon out of the week will be established as appropriate for the conduct of Association business. In the event it becomes necessary to schedule non-association professional activities on that day, it is with the understanding that such professional activities shall not have prior claim over Association activities. In the event it becomes necessary for the Association or any of its committees to schedule meetings on days other than the regular meeting day, it is with the understanding that such meetings shall not have prior claim to other professional activities scheduled for these days. The starting time of the Association's general membership meeting shall be scheduled in such a way that faculty members can leave their school at the regular dismissal time and have sufficient time for travel to the site of the meetings.
6. The assignment of the GNTA president shall be at the South Complex for a maximum of two hours of instructional activity each day and shall be within their tenure area and shall be mutually agreed to by the President and the appropriate assistant superintendent. The President shall receive partial released time for which the Association will reimburse the District ten thousand five hundred dollars (\$10,500). The President of GNTA shall receive full salary and full benefits as other teachers in the District.

B. Access to Board Information

1. The Board agrees to furnish the Association upon reasonable request such information as Association representatives deem helpful in assisting the Association in developing accurate, informed and constructive proposals. This information will include, but shall not necessarily be limited to, the preliminary budget proposals to the School Board, the Board's proposed budget to the community, plans for expansion or renovation of physical facilities when such plans have crystallized to the point of being seriously considered by the Board, personnel data relating to compensation and employee benefits, end-of-the-year financial report of school district operations, and staffing changes.
2. The Association Executive Board shall receive a list of personnel changes affecting teaching faculty as they appear in the approved minutes of the previous board meeting.

C. Physical Facilities

If the current lease between the parties is not renewed, it is agreed that the Association will be provided with an office and necessary equipment, including a private telephone at Association expense and that subject to prior arrangements with proper school authorities, the Association may enjoy the use of school facilities for the announcement of and conduct of Association business, including teachers' mail boxes, bulletin board spaces set aside for Association use, meeting rooms, school mail service, telephone, and messenger service.

D. Dues and Vote/Cope Deduction

1. The Board agrees to deduct from salaries of teachers dues for the Association, its State and National affiliates, and for Vote/Cope, as said teachers individually and voluntarily authorize each such deduction, provided that teachers currently employed submit such authorization forms no later than November 1 of the school year in which deductions are to be made and, provided further, that a newly employed teacher submits their application within 60 days of the effective date of their employment. The Board also agrees to transmit to the Association the monies so deducted. Teachers' authorization shall be in writing in the form set forth in Appendix A1 and A2.
2. Part-time annually-compensated and all hourly compensated teaching faculty may choose to have automatic dues deduction made by the Great Neck Public Schools at the rate of 10% of their gross salary each pay period until such time as they have paid their dues for Association membership. Each September, the Association will notify the school district of the amount of dues to be deducted. Part-time annually compensated and hourly-compensated teaching faculty must complete the form shown in Appendix A, and such dues shall be automatically renewed unless the school district is notified by June 1 of the prior school year that such deduction is not to be made. The Association shall receive a copy of such notice.

3. The Association shall certify to the Board in writing the current rate of its membership dues. Should the Association change the rate of its membership dues, it shall give the Board thirty days' notice prior to the effective date of such change.
4. The Board shall, following each pay period from which dues deduction is made, transmit the amount so deducted to the Treasurer of the Association. Each transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each. If deductions have been made for only a portion of the deduction period, a list of new members should accompany the first transmittal of dues so deducted showing the date of the commencement of such deductions.
5. Authorization for deduction of dues shall be effective until June 30th of each year, and automatically renewable for subsequent annual periods unless written notice of withdrawal of authorization is submitted to the Board by June 1st of the current school year, or unless employment with the Great Neck Public Schools is terminated. Copies of such notice shall be submitted to the Association by the business office within 15 working days of receipt.

E. Child Care/Dependent Care

A Flexible Spending Plan for childcare and dependent care expenses consistent with the Internal Revenue Code shall be available to teaching faculty members.

Article 5: Board-Administration-Association Relationship and Procedures

A. Philosophy

1. The Board, the Superintendent and the Association have the same aim: to provide an education for students of Great Neck which enhances and expands the growth of the individual in society.

Therefore, Board-Superintendent-Association relationships and procedures must continue to be maintained on the basis of this goal, and on the concept of education as both a public trust and a professional calling.

2. Since all members of the Board and the faculty share the common goal of providing the best education for the students, the achievement of a successful educational program depends upon the intelligent and full utilization of the entire faculty. For this reason, the rights and responsibilities of the Board, the Superintendent and the Association on the determination of salaries, related benefits and other terms and conditions of professional service must be clearly defined.

B. Essentials of Effective Relationships - Definition of Roles

1. Board

The Superintendent and the Association recognize that the Board is the policy-making evaluative body, charged with the responsibility of interpreting the educational needs and desires of the people of Great Neck and of translating them into policies and programs. Except as lawfully provided by this agreement, there are reserved exclusively to the Board all responsibilities, rights and authority vested in it by the laws and Constitution of the State of New York and of the United States, or which have hitherto been properly exercised by it.

2. Superintendent

The Board and the Association recognize the Superintendent as the Board's executive officer and the chief administrator of the schools. Except as abridged, delegated, or modified by this agreement, there are reserved exclusively to the Superintendent all responsibilities, rights and authority vested in them by the laws of the State of New York, court decisions, policies and bylaws of the Board of Education, and the rules and regulations of the Commissioner of Education.

3. Other Administrators

Other administrative officers of the school system function on the basis of authority delegated to them and responsibilities assumed by them which are consistent with federal and state statutes, rulings of the Commissioner of Education, Board of Education policies and bylaws, and administrative procedures and regulations.

4. Teachers

- a. Teachers function on the basis of authority delegated to them and responsibilities assumed by them which are consistent with federal and state statutes, rulings of the Commissioner of Education and Board of Education policies and bylaws, administrative procedures and regulations.
- b. Teachers are encouraged to provide opportunities for the presentation of controversial issues and views to students and, further, to encourage students to investigate, discuss, and evaluate the ideas and issues presented without fear of penalty, consistent with Board policy and District regulations concerning controversial issues.
- c. Teachers have the same rights to social and/or political activities as other citizens so long as such activities do not interfere with the discharge of professional duties.
- d. Teachers have the right, as employees of the school system as represented by the Association, to negotiate with the Board of Education terms and conditions of service which affect teachers professionally.

C. Essentials of Effective Procedures - Method of Operation The Board and the Negotiating Team

1. All proposals by the Association shall be submitted to the Superintendent no later than February 1st of any year. The Board shall submit all its proposals to the Association no later than February 1st. The February date may be modified by mutual agreement of the parties.
2. In negotiations with the Board and/or its designated representative(s), the teaching faculty will be represented by its Negotiating Team. At other times, the teaching faculty will be represented by the Executive Board of the Association.

3. Meetings of the Board and/or its designated representative(s) and the Association and/or its designated representative(s) will be held upon the written request of either of the parties. Nothing herein contained shall be construed as preventing either party from being represented by people of its own choice. Requests for meetings should contain specific statements of matters to be discussed.

Requests from the Board or from the Association will be directed to the Superintendent and through them to the other party. A meeting at a mutually convenient time and place will be held within ten school days of the request or as soon thereafter as possible. All such meetings shall be in executive session.

4. Facts, opinions, proposals, and counterproposals will be exchanged freely at these meetings in an effort to reconcile differences and to reach mutual understanding and agreement.
5. A record will be kept of proceedings and/or agreements reached and information regarding such proceedings and/or agreements will be disseminated by either party upon notification.
6. While no final agreement shall be executed without ratification by the Association and the Board, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, deliberate upon them, offer counterproposals, and reach mutually acceptable compromises in the course of negotiation.
7. Benefits or conditions negotiated in this agreement shall not be altered except by mutual agreement in writing.
8. Negotiated agreements between the Board and the Association shall be written as part of this agreement, which shall be published by the Board within a reasonable time from the reaching of agreement for distribution to all members of the teaching faculty by the Association and by such other persons as may be authorized by the Board of Education or the Association or their respective representatives to have a copy.
9. In the event negotiations between the Board and Association result in an impasse, the Board or the Association may request the New York State Public Employment Relations Board to render assistance as provided in the Civil Service Laws.

D. The Superintendent and the Executive Board

1. Effective communication between the Superintendent and the teaching faculty can be considerably enhanced through the participation of the teaching faculty's own organization, the Association.
2. In discussions with the Superintendent, the Association will be represented by the Executive Board.
3. Membership, attendance and participation at meetings with the Superintendent will be flexible, depending upon the nature of matters under consideration.
4. Meetings of the Superintendent and the Executive Board will be held upon the written request of either of the parties. Requests for meetings should contain specific statements of matters to be discussed. A meeting at a mutually convenient time and place will be held within ten school days of the date of the request or as soon thereafter as possible. All meetings of the Superintendent and the Executive Board shall be in executive session.
5. Facts, opinions, proposals, and counterproposals will be exchanged freely at these meetings in an effort to reconcile differences and to reach mutual understanding and agreement. Such discussion or agreements shall not alter the provisions of this Agreement.
6. A record will be kept of proceedings and/or agreements reached and information regarding such proceedings and/or agreements will be disseminated by either party upon notification.
7. Any decision or agreements made by the Superintendent in discussions with the Executive Board will be written and transmitted, along with the reasons for the decision, to the Executive Board.
8. The resources and services of the Executive Board will be available to the Superintendent for the exploration of any pertinent educational matter.
9. The Executive Board shall serve as one channel of communication for ideas, proposals, and questions that originate with teachers; it shall likewise serve as one means of communication between the Superintendent and the teaching faculty.
10. The Superintendent will provide the Executive Board with reasonable notice of any substantive change in policy or administrative regulation affecting the terms and conditions of service. The Executive Board will acknowledge all such proposals, indicating which ones, if any, require further exploration. The Executive Board has the right to request a delay of no more than five months in the implementation of the proposed change in order to permit further study.
11. Matters not resolved by the Executive Board and the Superintendent may be submitted to the Board of Education.

E. The Building Principal and the Building Representation Committee

1. Within a building, the teaching faculty will be represented in any pertinent matter relating to professional working conditions by a Building Representation Committee, hereinafter known as the BRC.
2. The resources of the BRC will be available to the principal for the exploration of any pertinent matter related to professional working conditions.
3. Each BRC will be composed of building delegates to the Association's Delegate Assembly. In buildings with 45 or fewer teaching faculty, the BRC may be composed of D.A. representatives and their alternates. Meetings of the principal with the BRC will be held upon the request of either of the parties. Requests for meetings will contain specific statements of matters to be discussed. The principal may choose to invite other administrative officers, supervisors, coordinators, or members of the teaching faculty into consultations with the BRC and the principal, depending on the nature of the matters under consideration.
4. The BRC is authorized to enter into discussions with the principal and to make suggestions on such matters as, but not limited to, the following:
 - a. the planning of faculty meetings;
 - b. the orientation of new teachers;
 - c. the rehabilitation or renovation of a building;
 - d. the establishment of building faculty curriculum groups as specified in Article 13 of this agreement;
 - e. PTA "open house" meetings;
 - f. development of the building budget;
 - g. teaching schedules;
 - h. types of non-teaching duties and building assignments for teachers;
 - i. the scheduling of paraprofessionals;
 - j. the scheduling and distribution of student teachers and interns;
 - k. matters relating to the implementation of this agreement.
5. If the need arises, building advisory committees may be established by the principal and the BRC on these and other matters.
6. The BRC shall serve as one channel for ideas, proposals and questions that originate with the teachers; it likewise shall serve as one channel of communications between the principal and the teaching faculty.
7. Except in emergency circumstances the principal will, well in advance of any substantive change in implementation of policy or administrative regulation affecting terms and conditions of professional service for a majority of the building faculty, notify the BRC of such contemplated change. The BRC will acknowledge all such proposals indicating which ones, if any, require further exploration. The BRC has the right to request a reasonable delay in the implementation of the contemplated change in order to permit further study.

8. It is not the intent of this section to interfere with the right of a teacher or groups of teachers to innovate and experiment, or to discourage building principals from engaging in educational or administrative experimentations following consultations with appropriate faculty groups. This section is not intended to abridge in any way the academic freedom of building-faculty members.
9. Matters that cannot be resolved at the individual building level may be referred to the Executive Board and the Superintendent for discussions.
10. To the extent administratively possible, all BRC members shall be provided with a common period of at least 30 minutes twice a week for BRC meeting. Such time may include the lunch period.
11. BRC chairpersons in secondary schools shall be relieved of non-teaching building assignments. BRC chairpersons in the elementary school shall be granted one additional preparation period each week as arranged by the building principal from periods during which two teachers would otherwise have been assigned to the class.
12. Subject to the approval of the principal, the BRC may use available school facilities and necessary equipment for the conduct of BRC business.

Article 6: Chaperoning and Supervising Extracurricular Activities

The Association acknowledges that the educational values inherent in such extracurricular programs as dances, proms, parties, picnics, dinners, concerts, art exhibits, dramatic presentations, and athletic events contribute significantly to the full development of youth.

It is agreed that no teacher shall be required to supervise more than one such activity during a given school year.

If a teacher receives compensation from an extracurricular assignment (activity, club, etc.), it is agreed that their attendance at a function directly related to that extracurricular activity shall not count as a chaperoning assignment for the purposes of this article.

Article 7: Class Size

- A. The Board and the Association agree that classes of moderate size tend to produce teaching loads designed to enable teachers to be more effective in their teaching.
- B. The Board and the Association agree that:
1. Small classes generally offer more opportunity for teachers to know their students better.
 2. Small classes usually promote the use of a greater variety of instructional materials and methods; however, large group instruction may likewise offer opportunities for use of special instructional materials and methods.
 3. Experimentation, innovation, and invention are more likely to occur in small classes.
- C. Elementary Schools
1. It is agreed that average class size shall be:

Grades K-3	District-wide 24
Grades 4-5	District-wide 25
 2. No class may contain more than three students above the average class size listed for its grade group.
- D. Secondary Schools
1. It is agreed that average class size shall be:

Grade 6	District-wide 25
---------	------------------

No class may contain more than three students above the average class size listed for its grade group.
 2. It is agreed that, within the physical facilities available, the following shall be the maximum class sizes:

Grades 7-8	District-wide 27
Grades 9-12	District-wide 28
Physical Education 7-12	District-wide 37
 3. Exceptions to class size maximums above will be permitted up to a maximum of two students per class which results from admission of students new to the District.

4. The principal may exceed the maximums listed in D(1) and D(2) above a maximum of two students in not more than one out of one hundred sections in the secondary schools. However, no school may have more than one half of the total number of exceptions permitted.
 5. It is further agreed that in the secondary schools, exceptions to the middle and high school maximums listed above will be limited to the following: band, orchestra, and chorus. In addition, in the high schools only, laboratory science classes will be permitted a class maximum of 31 where the teacher teaches no more than three classes of 21 periods per week.
 6. In the event that an oversized class develops during the school year, the principal will, as soon as possible, confer with the Building Representation Committee. If the Building Representation Committee disagrees with the building principal as to the necessity for the oversized class, it may request a hearing with the Superintendent. The Superintendent shall hold such a hearing within ten days after receipt of the request. The Executive Board of the Association may attend the hearing.
- E. Special area teachers (consultant teachers) will be assigned no more than the equivalent of one full class at any one time. Elementary physical education teachers who are assigned to outdoor/indoor recess as part of their instructional responsibilities may provide supervision with paraprofessional assistance for more than one full class but will not be expected to provide instruction for more than the equivalent of one full class.
- F. Current District practice concerning the organization and size of self-contained special classes and ENL classes will continue in force in the elementary and secondary schools.
- G. In the secondary schools classes of science and math designated as "basic," classes of English and social studies designated as "technique," and/or "TV workshop" shall be permitted a maximum of 23 students per class. When necessary in the judgment of the principal not more than two additional students may be assigned to any such class.

Article 8: Compensation for Extra Duties

A.

1. Generally each coach or sponsor shall be notified by June 1st of each school year of the principal's intention to recommend for rehiring in the extra-curricular activity for the next school year, except that coaches of spring sports and activity sponsors whose activity occurs primarily in the spring shall be informed no later than 30 days after the conclusion of the regular spring season or spring activity, but not later than the last day of the teachers' work year of the principal's intention to recommend for rehiring for the next school year.
2. In the event a teacher is not recommended for rehiring, the teacher may request an interview with the person making the decision not to recommend for rehiring to discuss the reasons involved. A teacher who chooses not to continue in an activity shall notify the principal by May 1st.
3. Each advisor/sponsor vacancy shall be posted in the building in which the vacancy occurs for three days. In the event the position is not filled within one week from the initial posting, the vacancy will be posted throughout the school district for at least one week prior to the screening for such vacancy. For purposes of this article it is understood that such posting applies when the advisor or sponsor elects not to continue in the position or is not rehired in the position or when a new position is established. Thereafter, if the position remains unfilled the vacancy will be advertised outside the District.
4. Each coach vacancy shall be posted by the District athletic director in the District for ten days.
 - a. A selection committee comprised of the athletic director of the building in which a coaching vacancy occurs and at least one additional GNTA member shall be convened to consider internal applicants. Only trained GNTA members are eligible to serve on such committee.
 - b. If no consensus is reached on the internal candidate(s), the vacancy will be posted outside the District, with the possibility that one or more internal candidates will be considered by the selection committee within the context of this larger group.
 - c. When consensus has been reached by the selection committee, the candidate will be recommended to the building principal.
 - d. Subject to agreement, the building principal will recommend the candidate to the district athletic director, who will make the final determination.
5. Vacancies after the start of the school year will be filled by the building principal for that school year.

6. Each advisor, coach, or sponsor may, while on authorized leave of absence, elect to miss one year of service without jeopardizing their right to be considered for the same position. Each advisor, coach, or sponsor shall notify the building principal of such a decision by May 1st.
- B. Compensation for extra duties as coach, and/or elementary and secondary intramurals will be at the rates specified in Appendix F.
- C. Compensation for other duties included in Appendix F shall be on an annual basis during the school year. Compensation for coaching activities shall be in equal payments on the regular salary paydays for the duration of the coaching activity.
- D. When responsibilities require a member of the teaching faculty to work at school prior to the opening of school and/or after school has officially closed for children in June, upon request of the building principal and approval of the Superintendent or their designee, such work shall be compensated at the rate of 1/200th of that teacher's step and class for each full day worked except as provided for under articles of this Agreement covering summer workshops and summer school teaching. For work that is not required but has been approved by the building principal and the Superintendent or their designee, such compensation shall not exceed the following rates:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$413.96	\$422.24	\$430.68	\$439.29	\$448.08

Department heads and coaching are excluded from the provisions of this paragraph.

Additional categories excluded from the provisions of this paragraph (i.e., individuals will be compensated with their earned daily rate, rather than the capped amount) are as follows:

- Guidance department head
 - Guidance counselor
 - Science research teachers
 - Elementary classroom prep that involves changing school, grade level or classroom
 - Assigned professional time and covering for absent teachers beyond the contractual obligation
- E. Approved elementary school extra duties after the completion of the regular school day shall be compensated at the prevailing rate for middle school extra duties of similar nature, adjusted for the time required for the extra duty.
- F. Volunteers who work on approved committees on non-school days shall be compensated at the same rate as summer school teachers.

Article 9: Compensation for Financial Loss

Each July 1st, the Board of Education shall establish a fund of \$1,000 to reimburse teaching faculty, in an amount of at least \$20 and not to exceed \$100 per occurrence for damage, destruction, or theft of personal property of a kind normally worn to or brought into the school building when the teacher has not been negligent and to the extent that such loss is not covered by workers' compensation or other insurance.

The teacher shall supply to the District evidence of the value of the item destroyed, damaged, or stolen and such other evidence as the District might need to process the claim for reimbursement.

Article 10: Compensation for Special Trips

After approval of the building principal and the Superintendent, educational trips for students may be proposed by teachers on days school is not normally in session. Compensation for such trips shall be at the following rate plus authorized expenses for each non-school day of the special trip:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$241	\$246	\$251	\$256	\$261

Compensation for overnight trips within the U.S. and Canada shall be at the following rate per night plus authorized expenses:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$109	\$111	\$113	\$115	\$117

Article 11: Conferences: Administrator-Teacher

- A. A teacher seeking a conference with an administrator or an administrator seeking a conference with a teacher will indicate in advance the subject to be discussed, unless such action is clearly inadvisable in the judgment of the person initiating the request.
- B. The teacher shall have the right to invite another unit member to attend the conference and shall be given two working days' notice of the conference.
- C. In emergency circumstances, the administrator may call the teacher to a conference on the matter immediately, provided that the GNTA President or designated unit member is notified in advance to enable a GNTA representative to attend the conference.
- D. The administration shall make appropriate arrangements for the attendance of the unit member as requested by the teacher pursuant to this article.

- E. Should the administrator wish to bring a person other than an administrator or supervisor from the Great Neck Schools, the teacher invited to the conference shall be informed in advance of who will be in attendance and will have the right to bring an equal number of persons of their choice to the conference.
- F. Observation report meetings are not conferences within the meaning of this article and neither the teacher nor the administrator has the right to bring other individuals to the meeting. The observer and the teacher will meet privately to discuss the lesson observed. The teacher shall receive a copy of any written observation report within ten school days of the observation.
- G. Teacher observation procedures involving two or more administrators:
 - 1. Pre-observation conference and observation: At both the pre-observation conference and the observation, the participation of all parties, i.e. the teacher, supervisor and the supervisor's supervisor (referred to hereafter as administrator) is appropriate regardless of whether the teacher, supervisor or the teacher and the supervisor are being observed.
 - 2. Notification in Advance

Whenever a supervisor and an administrator will be participating in an observation and in a pre-observation conference, the teacher shall be informed at the time the appointment for the pre-observation conference is made whether the subject of the observation is the teacher, the teacher's supervisor, or both the teacher and the teacher's supervisor.

- 3. Post-observation conferences
 - a. If the teacher is the subject of the observation, the teacher shall meet with the supervisor and/or the administrator individually, and any teacher observation reports which result from that observation may be placed in the teacher's file.
 - b. If the teacher and the supervisor are being observed, both the supervisor and the administrator may attend the post-observation conference. The supervisor shall conduct the conference and the administrator may attend but may not participate. A teacher observation report reflecting the supervisor's independent judgment may be placed in the teacher's file.
 - c. If the supervisor is the subject of the observation, all parties may participate in the post-observation conference and no teacher observation report will be placed in the teacher's file.

Article 12: Conformity to Law

- A. If any provision of this Agreement is found to be contrary to law, rulings of any tribunal of competent jurisdiction, or regulations of the Commissioner of Education, then such provision shall be deemed invalid, but all other provisions of this Agreement shall continue in full force and effect.
- B. Negotiations concerning substitute provisions for those invalidated will be opened between the Board and the Association within 60 days after such invalidation or within the 120-day period prior to the budget submission date, whichever comes first, unless a different time is mutually agreed upon.

Article 13: Curriculum and Faculty Development

- A. The Association and the Board recognize the essential role of teacher participation in initiating, formulating, shaping, and evaluating the curriculum. To encourage action and creative participation in this vital phase of education, the Association and the Board agree:
 - 1. That curriculum adaptations frequently take place in individual schools and may be variations, explorations, or innovations within the general system-wide curriculum philosophy;
 - 2. That system-wide curriculum proposals in a specific area such as mathematics or social studies are best developed by a group with training in that curriculum area and with concern for articulations and coordination; and that interdisciplinary task forces or study groups can effectively develop proposals which transcend separate academic areas;
 - 3. That the maintenance of balance in the total program and effective provisions for the integration of learning experience require broad participation in considering the curriculum in its totality;
 - 4. That the teaching faculty shall be involved in curriculum exploration and development and that with the approval of the Superintendent a teacher may be absent, without salary deduction, for a total of not more than two days per school year in order to visit other classes, teacher centers, or educational institutions either within or without the school district;
 - 5. That the teaching faculty who participate in any curricular exploration and development shall be nominated by the BCG. In addition, the Superintendent (or designee) may nominate teachers to serve on such committees;

6. That to achieve these goals the Board and the Association agree to establish the following:
 - a. Building Curriculum Groups
 - b. Task Force Committees

B. Building Curriculum Groups

1. Each building faculty shall establish a curriculum group to plan, review, evaluate and then make recommendations to the principal with respect to curriculum proposals for the building, which may be variations, explorations, or innovations within the general system-wide curriculum philosophy.
2. The building faculty and principal shall determine the size and composition of the BCG In the elementary schools, the principal and the assistant principal shall serve as members of the BCG In the secondary schools, the principal or their designee shall serve as a member of the Group.
3. The teaching faculty shall elect teacher members.
4. The BCG shall elect a chairperson who shall call meetings at regular intervals and/or at the request of at least two members of BCG.
5. The BCG will be apprised of all proposed alterations, deletions, or additions in the course offerings affecting the building or the content of curriculum affecting the building or the content of curriculum affecting the teaching faculty of the building. Prior to the implementation of such proposal(s), the BCG may submit its recommendations on such proposals to the building principal.
6. The Chair of the BCG in each secondary building shall be released from one building administrative assignment. The Chair of the BCG in each elementary building shall, to the extent administratively possible, be scheduled for one additional preparation period of at least thirty (30) minutes each week to conduct BCG business. The BCG Chair in each building shall be released up to two school days as needed to meet with the Chairs of other BCG's, such meetings to be called by the appropriate assistant superintendent. The GNTA shall be provided with a copy of the agenda for the meeting and with the minutes of the meetings as soon as they are available.
7. The BCG shall be informed of the formation of all Task Force Committees and shall nominate teaching faculty members to serve on these committees. In addition, the appropriate assistant superintendent may nominate teaching faculty to serve on such Task Force Committees.
8. The BCG shall report monthly to the building faculty on its action.

9. The BCG Chairperson shall receive and report all communications from building faculty, building principal, Task Force Committees and other BCG's about curriculum proposals or innovations or alterations or additions or deletions.
10. Subject to arrangement with the building principal the BCG may use available school facilities and equipment to facilitate its work.
11. The BCG shall meet at least twice a year with the building faculty at regular faculty meetings to recommend priority areas for curriculum exploration and development and to report on its work.
12. The BCG may propose system-wide Task Force Committees to the Superintendent as the need arises. The Superintendent shall inform the BCG of their decision regarding such a proposal.

The BCG may propose to the Superintendent or their designee, District-wide meetings according to grade level or subject area to take place outside school hours, for which teachers shall be compensated at the rate of 1/1200th of class and step per hour or major fraction thereof provided however that the per hour rate of each respective school year shall not exceed the following:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$68.99	\$70.37	\$71.78	\$73.22	\$74.68

C. Task Force Committees:

1. A Task Force Committee may be proposed from many sources but only the Superintendent may establish a Task Force Committee.
2. Each Task Force Committee shall receive a specific charge and preliminary time table from the Superintendent or their designee.
3. Each Task Force Committee shall elect its own Chair.
4. The Chair shall call such meetings as are necessary to accomplish the work of the Committee.
5. Task Force Committee participants shall be enabled to meet up to the equivalent of five full days if needed during one school year and at such other times as needed.
6. Each Task Force Committee shall report on its activities, by February 1st and June 1st, to the Superintendent, to the appropriate assistant superintendent, and to the individual BCG's.
7. Each Task Force Committee shall submit its final report to the Superintendent for consideration of its recommendations. It shall also submit copies of its final report to the appropriate assistant superintendent and to the individual BCG's.

8. Task Force Committees may continue in operation for more than one school year, provided, however, that each such Task Force Committee shall submit an interim report to the Superintendent with copies to the appropriate assistant superintendent and BCG's at the end of each year.
9. Task Force Committees shall be entitled to use school district facilities, equipment, and material to facilitate their work, subject to arrangements with the appropriate assistant superintendent.

D. Conference Attendance

1. Approval for conference attendance at school district expense shall be based primarily upon benefits, which may accrue to the school system as a result of an individual's attendance.
2. The number of faculty members approved from any single area to attend a conference at any one time shall not impair the educational services of the school system.
3. Requests for attendance for a period of more than three school days shall not be permitted, except with the prior approval of the Superintendent.
4. The District shall allocate the following sums of money to the BCG's to be used for authorized conference expenses:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$110,178	\$112,382	\$114,630	\$116,923	\$119,261

These amounts shall be apportioned by the Superintendent on July 1st of each year according to the number of teaching faculty in each building.

It is understood that teaching faculty approved for such conferences by the Superintendent shall be reimbursed for all authorized expenses as outlined under Section D(11).

5. On a rotation basis a faculty member, including hourly and part time professionals, may, during the course of a school year, attend one conference of a state, local, regional, national, or international educational association.
6. The BCG shall maintain a cumulative record of conference attendance by building teaching faculty. Such record shall be kept in the central school office. Such record shall be available upon request to individual teaching faculty members. A copy of the conference records shall be forwarded to the Superintendent on January 1st and May 1st of each year.

7. Guides for Teaching Faculty

- a. Requests for attendance at conferences should be submitted to the Chair of the BCG with a copy to the building principal. Requests must show approximate dates of the conference, purpose of the visit, and estimated expenses. Requests received will be reviewed on a rolling basis.
- b. Such requests should be submitted with the knowledge that:
 1. Approval will be granted on the basis of the conference's value with respect to the professional development of teaching faculty in keeping with the educational goals of the school system.
 2. Approval will be granted on the basis of educational goals of the building as recommended by the BCG.
 3. In a school with ten or more teaching faculty members, one teacher in ten shall be considered a reasonable proportion for conference attendance at the same time. In schools with fewer than ten teaching faculty members, one teacher shall be granted this permission at any one time.
 4. The willingness of a teacher to pay part or all of the expenses shall not affect the decision of the BCG.
 5. Any person who has had their request approved by the BCG will be reimbursed for expenses in accordance with Section 11 of this article below if the request is also approved by the Superintendent. The Superintendent shall notify teaching faculty members and the building principal of their action on the request.
 6. Requests for conference attendance made to the Coordinators require the approval of the Superintendent. Approval of conference attendance requests by the Superintendent without the prior approval of the BCG shall not be charged to the allocation of expenses under this article.
 7. The request of an individual who holds elective office in a professional educational organization or of an individual making a presentation will have the special consideration of the BCG and the Superintendent. Approval shall be based on building priorities, school district goals, and the availability of funds.
- c. Limitations on the number of conferences attended by an individual or on the number of individuals to attend a given conference may be waived by the Superintendent.
- d. Appeals of a decision by the BCG may be sent through the building principal to the Superintendent.

8. It is understood that only the Superintendent may approve requests for conference attendance by teaching faculty under this article. Any rejection of a recommendation by the BCG for approval shall be explained by the Superintendent to the BCG and individual faculty member.
9. A conference at which representation is required by the State Education Department does not fall within the scope of this article.
10. Visits to colleges (or meetings attended by college admission officers) by high school counselors do not fall within the scope of this article. Requests for such visits shall be submitted through the director of pupil personnel services under separate regulations.
11. Reimbursement
 - a. Within 15 school days and prior to reimbursement, a written report of the conference describing its content with an evaluation of the conference and its implications for the building and District will be submitted to the recommender of attendance and the Superintendent or their designee.
 - b. An individual will be reimbursed for expenses incurred as a result of conference attendance in accordance with District regulations governing reimbursement. No expenses will be paid whenever the gross cost exceeds the estimated expenses by more than 10% until the difference in cost has been explained to and accepted by the Superintendent.
 - c. Application for reimbursement must be made within 15 days following the submission of the conference report.
12. Conference funds (as described in Article 13(D)(4)) that are not encumbered by May 1st will be made available for summer scholarships provided that the unit member pays for the professional development during the current school year and the professional development is completed before July 15th of the ensuing school year.

Article 14: Department Heads and Lead Teachers

- A. All department heads, except in one-person departments, shall have responsibility for evaluation.
- B. Department heads with evaluative responsibilities shall be paid compensation as follows:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$3,235	\$3,300	\$3,366	\$3,433	\$3,502

An additional stipend shall be paid for each full time or part time teacher, other than the department head, in the department.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$653	\$666	\$679	\$693	\$707

In addition, teachers appointed to department head positions in English, social studies, math, science, business (high school only), Foreign Language and guidance prior to July 1, 1990 shall be required to work a total of two additional days beyond the teachers work year and receive compensation of 1/200 of that individual's class, step and differential for each day worked. All other department heads may be required to work a total of two additional days and receive compensation of 1/200 of that individual's class, step and differential for each day worked. Department heads shall be credited with the part-time teachers assigned to their respective departments for the purpose of calculated compensation, provided they prepare observations and evaluation reports of such part-time teachers. High school special education department heads shall be required to work a total of ten additional days beyond the teachers' work year and receive compensation of that individual's class, step and differential for each day worked.

- C. Upon the recommendation of the building principal, teachers shall be annually appointed department heads during the first three years of service. Prior to April 30 of each year of the initial three years of service, the building principal shall make a recommendation to the Superintendent with respect to the reappointment or non-reappointment of the department head for the subsequent year. A department head may appeal a decision not to reappoint to the Superintendent. The Superintendent's decision regarding reappointment shall be final. The department head may grieve a failure to evaluate their performance by the building or central administration as required. After three years of satisfactory service as a department head with evaluative responsibility and reappointment to a fourth year of service in that position, the department head may be removed from that position only for just cause.

- D. Department heads involved in evaluation are members of the teaching faculty and spend 50% or more of their time in student instructional activities such as, but not limited to, classroom teaching, student conferences, parent or colleague conferencing about students and preparation of teaching materials.
- E. The guidance department head shall receive additional compensation for each counselor in the guidance department in accordance with paragraph B above, but not for the position title. Heads of guidance shall continue to be compensated in accordance with Article 48(L) and continue to have the current work year for guidance department heads.
- F. It is understood that each department having a department head with evaluative responsibility has met with and assisted the building principal in preparing the criteria for the department head portion of the department head's annual evaluation. Such criteria shall be consistent with the District policy on evaluation. From time to time the department and the principal, by mutual agreement, may meet to reconsider these criteria.
- G. Each department head shall receive an annual evaluation report from the appropriate building administrator, which covers both teaching and department head performance. The evaluation report shall be received by April 10th of each school year for those department heads who have not yet been recommended to a fourth year of service. All other department heads shall receive their annual evaluation report no later than ten school days before the end of the school year to which it applies. Each annual performance review will be given to the department head for signature. Signature indicates that the report has been seen and does not necessarily indicate agreement with its content. The department head may attach a response to the report(s) written by the building administrator. In addition, the department head may request a separate written evaluation report by the appropriate central administration supervisor. Such request shall be made by April 25th and the central administrator shall write an evaluation report by June 20th. In any dispute between a department head and a building or central administrator regarding observation and/or evaluation reports, the District shall represent the building or central administrator and the Association, shall, upon request, represent the department head.
- H. Annual evaluation reports, which may be in the form of annual performance reviews shall be written by the department head and given to the teacher for signature. Signature indicates that the report has been seen but does not necessarily indicate agreement with its content. The teacher may attach a response to the observation and/or evaluation report. In addition, a teacher may request, prior to April 5th, a separate written evaluation report by the building administration. Upon such request, a building administrator shall write an evaluation report by June 5. In any dispute between a teacher and a department head regarding observation and/or evaluation reports, the District shall represent the department head and the Association shall, upon request, represent the teacher.

- I. English, social studies, math, business (H.S. only), Foreign Language and guidance department heads shall be released from two teaching class assignments. Science department heads may have a maximum of two classes of students. English department heads shall have a pro-rated proportion of student conferencing responsibilities as part of their instructional assignment. All other department heads, except those in special education, will be released from one class assignment if the department has four or more full or part time teachers, excluding the department head. No department head shall have building duty assignments. Current practice with respect to homeroom responsibilities shall remain in effect. Department heads shall be credited with the part-time teachers assigned to their respective departments for the purpose of released time, provided they prepare observations and evaluation reports of such part-time teachers.
- J. Middle school special education department heads shall have two class assignments. High school special education department heads shall be assigned two sections of "Consultant Teacher" assignments, representing 40% of their assigned time. This time shall be arrived at collaboratively between the principal or their designee and the department head. It is not the expectation of the District that the department head will be present in this class at all times, and, in fact, this assignment will be based on the assumption that the department head will not be available to teach on a regular basis. However, when called upon to do so, subject to other scheduled obligations, the department head will be available to teach the class. Department heads shall be credited with the part-time teachers assigned to their respective departments for the purpose of calculated compensation and released time, provided they prepare observations and evaluation reports of such part-time teachers.
- K. Middle school team leaders shall receive a stipend as follows, and shall have, among other duties, the responsibility of coordinating team meetings and serving as a liaison with administration and parents. Where teams are established, they will annually select the "team leader" from among the membership, subject to the approval of the building and District administration. In the event that multiple candidates are interested in the position, the building principal will select the team leader in consultation with the BRC.

Middle school building administrators will make every effort to schedule the team leader so that he or she is able to meet the responsibilities of that position.

Effective 7/1/23	Effective 7/1/24	Effective 7/1/25	Effective 7/1/26	Effective 7/1/27
\$2,365	\$2,412	\$2,460	\$2,509	\$2,559

- L. When conditions outside the normal department or instructional field require the department head or the lead teacher to work at school after the last scheduled school day in June or prior to the first day of required teacher attendance in September, subject to the approval of the building principal and the assistant superintendent, such work shall be compensated at the rate of 1/200 of that individual's class, step and differential.

M. Athletic Directors/Department Heads of Physical Education.

1. The athletic director/department head shall be responsible for coordination of the school physical education program, and the administration of the intramural and extracurricular program of the school.
2. Athletic directors/department heads shall have evaluative responsibility and shall be compensated in accordance with paragraph B above.
3. During the term of this Agreement the compensation for athletic director/ department head shall also include:

- High School Athletic Director/Department Head:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$24,170	\$24,653	\$25,146	\$25,649	\$26,162

- Middle School Athletic Director/Department Head:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$12,866	\$13,123	\$13,385	\$13,653	\$13,926

4. The high school athletic director/department head shall teach two periods per day, and the middle school athletic director/department head shall teach three periods per day.
5. Building athletic directors will be jointly supervised by a designated building administrator and the District athletic director.
6. Attendance at athletic events, including games and contests, is expected. However, attendance shall be at the determination of the building athletic director and will be used to evaluate coaching staff.
7. Job responsibilities incurred outside of the normal school calendar shall be carried out at the discretion of the building athletic director. The days this will involve shall be determined by the building athletic director. For middle school athletic directors the approximate number of days will be five and for high school athletic directors, the approximate number of days shall be fifteen. If circumstances call for additional days, the number will be determined jointly by agreement between the building athletic director, the building administrator and the District athletic director.
8. After three years of successful completion of a building athletic director's job responsibilities, these individuals will be entitled to the same job security as a department head.

- N. In instances, after consultation with GNTA about possible implications, where it is determined that departments will be combined, the following tenets will apply:
1. A new department head position (for the newly created department) will be posted, and any existing department heads may apply. The newly selected department head shall be compensated in accordance with Article 14(B).
 2. A subsequent position for a lead teacher, to be called “administrative teacher” in accord with existing District terminology, will be created for each department subsumed that does not represent the department from which the newly selected department head came, provided such department has more than one teacher in it. In departments consisting solely of one teacher, up to ten hours of additional compensated time may be approved for the sole department teacher by the principal for the handling of department chores such as ordering of supplies and texts, and other ministerial duties related to the specific department, if such time is necessary for same.
 3. The administrative teacher will have coordinating, but not supervisory or evaluative, responsibility. Additionally, the administrative teacher will not have any reduction in class assignment. As such, the administrative teacher shall be compensated with the base department head stipend as outlined in Article 14(B); however, the additional stipend for each full or part time teacher shall not apply.
 4. It is understood that the term “administrative teacher” reflects longstanding District terminology, but does not imply administrative responsibilities that require certification as an administrator or supervisor.
- O. A SEAL Teacher Supervisor may be appointed to observe and evaluate teachers assigned to the SEAL program. The SEAL Teacher Supervisor shall be responsible for completing two written observations and one year-end evaluation for each teacher assigned to them. The SEAL Teacher Supervisor shall also complete a mid-year evaluation for each probationary teacher.

The SEAL Teacher Supervisor shall:

- Have a valid and appropriate New York State administrative certification;
- Be currently assigned to or voluntarily request assignment to teach in the SEAL program;
- Be compensated at the per teacher rate set forth in Article 14(B) for each teacher for whom they are assigned to prepare observation and evaluation reports; and
- Be appointed on an annual basis without continuing property rights.

A SEAL Teacher Supervisor will not be appointed as a department head, will not be paid department head compensation, and will not be released from their assigned instructional duties. Article 14(C) shall not apply to this appointment.

Article 15: Duration of Agreement

This Agreement shall be binding and in full force effective July 1, 2023, and extending through June 30, 2028, except as otherwise indicated and shall be automatically renewable for successive one-year periods unless either the Board or Association notifies the other party in writing no later than 120 days prior to the budget submission date of its desire to re-open negotiations on one or more matters covered by the Agreement.

Article 16: Duties and Responsibilities of Teachers

A. Pre-Kindergarten

The school day for teachers in the Pre-Kindergarten program shall be four hours per session. Teachers shall report 1/2 hour before students except for two days per month when they shall report 60 minutes before students for the purpose of attending faculty meetings. Part-time prekindergarten teachers shall be compensated for their additional 15 minutes of attendance on such days.

Teachers in the Pre-Kindergarten program shall be compensated at 4/6.75 of class and step (Appendix C).

B. Elementary Schools

1. The school day for elementary teachers shall be six hours and forty-five minutes and the regular day for teachers shall end no later than 3:30 p.m. In the event a teacher, in accord with current practice, remains beyond 3:30 p.m. to assist during student dismissal time due to weather-related or emergency conditions, compensatory time shall be provided within a week of each occurrence.
2. On Fridays and the day preceding holidays, the school day for all teachers shall end five minutes after the student dismissal time.
3. Teachers of regular classes shall set aside 75 minutes per week for conferences and for activities related to conferencing. Special area teachers who are not part of the regular parent-teacher conferencing program may be assigned 75 minutes per week administrative duties, including a reduction for not more than once a week of one-half hour in the teacher's lunch period. In the event of such lunch duty assignment, compensatory time will occur before or after the student day.

It is understood that the standard time for conferencing with parents will continue to be the time set aside within the workday for elementary classroom teachers as specified herein. However, it is agreed that specific conditions or concerns may warrant holding a parent conference outside of the regular workday. Therefore, upon the approval of their building principal each elementary classroom teacher

may voluntarily conference with parents outside of the regular workday. Each individual conference, for the purposes of compensation, shall not exceed one-half hour in length and the following amounts shall be allocated for such purposes to each of the following schools during each year of this Agreement:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
E.M. Baker	\$8,604	\$8,776	\$8,952	\$9,131	\$9,314
J.F. Kennedy	\$8,604	\$8,776	\$8,952	\$9,131	\$9,314
Lakeville	\$10,037	\$10,238	\$10,443	\$10,652	\$10,865
Parkville	\$2,293	\$2,339	\$2,386	\$2,434	\$2,483
Saddle Rock	\$7,455	\$7,604	\$7,756	\$7,911	\$8,069

Teachers of regular classes shall set aside 75 minutes a week for professional periods for preparing of report cards, assembling materials for conferences, articulating with support personnel and special area teachers, and for additional conferencing with parents as needed. Special area teachers who are not part of the regular parent-teacher conferencing program may be assigned 75 minutes per week administrative duties, including a reduction for not more than once a week of one-half hour in the teacher's lunch period. In the event of such lunch duty assignment, compensatory time will occur before or after the student day.

Effective July 1, 2023, all parent-teacher conferences may, at mutual agreement between the parent and the teacher, occur by approved video conferencing platform (e.g., Zoom, Google Meets). It is understood that the standard time for conferencing with parents will be one afternoon in the fall and one afternoon in the spring from 1:00 – 4:00 p.m. Dismissal of students will commence at 11:45 a.m. Teachers will receive an hour for lunch with no additional preparation time in the afternoon. However, it is agreed that specific conditions or concerns may warrant holding a parent conference during the evening. Therefore, upon parent request and approval of the principal, teachers will be available for such conferences during two evenings set aside (one in the fall and one in the spring) for evening conferences, with Pre-K teachers having two additional opportunities for evening conferencing (one in the fall and one in the spring). The format and procedures for these conferences will be agreed to by the principal and BRC. Such evening conference time will be from 5:30-8:30 p.m. The conferences will be scheduled for 15-20 minutes in length. Teachers shall receive the following total payment for the 3.5 hours of conferencing time outside the regular school day:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$183	\$187	\$191	\$195	\$199

However, evening conferences that occur off District property via video conferencing platform will be deemed part of the employee's scheduled workday at no additional cost to the District.

4. Except in an emergency and as provided in paragraph 3 above, no teacher in the elementary schools shall have less than 45 minutes (uninterrupted) for a lunch period during their normal daily one-hour lunch recess.
5. Teachers, including full-time Pre-Kindergarten teachers who work the equivalent of a full-time elementary teacher's day, shall be guaranteed at least three hours (180 minutes) of preparation time each week with a minimum of thirty uninterrupted minutes each day unless the building principal and the BRC agree to some alteration. Such preparation time for special area teachers (consultant teachers) may include time within the regular elementary student day not previously assigned for administrative or other duties.

Within each elementary school, the building principal and the building faculty may develop preparation schedules to accomplish preparation time for teachers beyond this minimum, providing that:

- a. Such additional preparation time does not reduce student contact time nor require additional staff.
- b. It is recognized that such additional preparation time may result in preparation schedules that reflect differences among grade levels within a building or that reflect differences among the elementary buildings within the District.
- c. The principal's denial for such additional preparation time is not grievable.
- d. Such additional preparation time accomplished in one year shall not be required to continue in the following year.
- e. Schedules for such additional preparation time are subject to the approval of the Assistant Superintendent for Elementary Education.

Preparation time schedules shall be determined by the building principal after consultation with the BRC and the approval of the Superintendent (or designee).

Preparation time will not be scheduled to include time before and/or after the student day or during the student lunch period.

No teacher shall be required to pair their class with other classes in order to accomplish preparation time.

6. Special area teachers shall have five minutes between each class where administratively possible.

7.

- a. School psychologists shall work the official school day for other teaching faculty in the building(s) assigned. Psychologists will engage in activities and responsibilities in keeping with providing necessary and sufficient services to children. Responsibilities may include, but are not limited to: assessment, counseling, consultation and collaboration with teachers, parents and administrators as it relates to psychological service delivery, prevention/crisis intervention and direct mental health delivery.
- b. School psychologists shall be entitled to a duty free lunch period of no less than 45 minutes daily.
- c. School psychologists shall have no supervisory or administrative responsibilities.
- d. School psychologists shall have no duty assignments.

C. Middle Schools

1. The workday for middle school teachers shall be 7 hours and 15 minutes. The time shall include 15 minutes prior to the arrival of students and 30 minutes after the departure of students. One day every week, as designated by the principal, every teacher shall spend 30 minutes after the regular departure of students for the purpose of providing help to individuals. Other use of time between student departure and the end of the workday shall be jointly planned by the principal and the BRC.
2. No middle school teacher shall be required to arrive at school prior to 7:45 a.m. or be required to remain after 4:00 p.m.
3. On Fridays and the day preceding a holiday, the dismissal time for middle school teachers without post-school obligations shall be ten minutes after the normal dismissal time of students.
4. All teachers, except support service teachers and department heads, may be assigned a homeroom responsibility or its equivalent (appropriate related building responsibility).
5. Teaching Assignments – Teachers will be assigned daily according to the indicated category of service (a-g) in which they function. Preparation periods are those periods which the teacher uses to work on planning and other matters related to classroom or instructional responsibilities; except in emergencies such periods may not be assigned for other purposes. Professional periods are periods during which teachers work on curriculum, engage in staff development, meet with parents, confer with colleagues, or meet other professional responsibilities, as agreed to with the principal.

- a. Sixth Grade Combined Instruction
 - (1) 5 daily teaching periods of which no more than three should be consecutive, wherever administratively possible and educationally desirable.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 1 building assignment or learning skills development assistance for a small group not to exceed 12 youngsters.
 - (5) 1 professional period.
- b. Seventh Grade Team Teachers (English, Math, Science, Social Studies)
 - (1) 4 daily regular teaching periods.
 - (2) 1 period of supplementary instruction for students on their team.

Seventh grade team teachers have the responsibility for providing supplementary instruction for seventh grade students on their team in English, social studies, mathematics and science as a flexible instruction period scheduled by the building administration.

- (3) 1 lunch period.
 - (4) 1 preparation period.
 - (5) 1 building assignment.
 - (6) 1 professional period.
- c. Other Subject Area Teachers (Math, Science, Social Studies, Art, Music, Foreign Language, Health, Family and Consumer Sciences, Technology, Physical Education and Computers)
 - (1) 5 periods of daily teaching.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 1 building assignment.
 - (5) 1 "building assignment" or "learning center," or "learning skills development assistance" for a small group not to exceed 12 youngsters every one out of four days, subject to increase to two out of every four days, as the principal requires. The remaining time shall be a professional period.
 - d. Eighth Grade English Teachers
 - (1) 4 daily regular teaching periods.
 - (2) One period per day for conferencing with students.

Eighth Grade English teachers will be required to conduct four writing conferences per quarter with each student in their classes. Two conferences per quarter for each student must be recorded and reported to the department head in written form in a manner established by the English department and the department head in each school. The record shall reflect the nature and progress of the student's composition work.

- (3) 1 lunch period.
- (4) 1 preparation period.
- (5) 1 building assignment.
- (6) 1 professional period.

- e. Special Teachers (Speech, Annually Compensated SIR, Remedial Reading, Reading Skills and ESL)
 - (1) 6 periods of daily instruction.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 1 professional period.

- f. Support Service Teachers (Librarians, School Nurses, Guidance Counselors, Psychologists and Social Workers)
 - (1) 1 lunch period.
 - (2) The equivalent of one period of preparation daily arranged flexibly by the support service teacher and the principal.
 - (3) Otherwise available to work with students and/or staff.

- g. Middle School Dean
 - (1) 1 lunch period.
 - (2) The equivalent of one period of preparation daily arranged flexibly by the dean and principal.
 - (3) Release from two periods of instruction.
 - (4) Otherwise available to work with students and/or staff.

- h. Special Education Teachers
 - (1) 5 periods of daily teaching.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 2 special education professional periods.

For special education teachers who are assigned to a formal grade-level team, one professional period shall consist of daily attendance at a team meeting.

Special education professional periods are periods during which special education teachers engage in team meetings, conference with inclusion/integrated teachers or other teachers as appropriate, administer assessments, modify class materials, attend CSE meetings, and supervise the testing center on a rotation basis within the department as determined by the department head after consultation with the teacher. This definition does not preclude teachers working with students on an occasional basis but no students may be regularly assigned.

D. High School

- 1. The school day for high school teachers shall be 7 hours 20 minutes in length.
- 2. No high school teacher shall be required to arrive at school prior to 7:45 a.m. or be required to remain after 4:00 p.m.
- 3. On Fridays and the day preceding a holiday, the dismissal time for high school teachers without post-school obligations shall be ten minutes after the normal dismissal time of students.

4. The workday for high school teachers shall include a combined total of 45 minutes prior to the arrival and following the dismissal of students. Effective July 1, 2023, subject teachers are required to remain for 30 minutes beyond normal dismissal time to provide extra help for students one day each week. Extra help may be provided during the rest of the week in the period between student and teacher dismissal time.
5. All teachers, except support service teachers and department heads, may be assigned to a homeroom or its equivalent.
6. Teaching Assignments - Teachers will be assigned daily according to the indicated category of service (a-d) in which they function.
7. Preparation periods are those periods, which the teacher uses to work on planning, and other matters related to classroom or instructional responsibilities; such periods may not be assigned for other purposes. Professional periods are periods during which teachers work on curriculum, engage in staff development, meet with parents, confer with colleagues, or meet with other professional responsibilities, as agreed to with the principal.
 - a. Subject Area Teachers
 - (1) 5 daily teaching periods or equivalent of which no more than three should be consecutive, wherever administratively possible and educationally desirable.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 1 building assignment.
 - (5) 1 professional period.

Note 1: Science Teachers

Science teachers teaching three laboratory courses each week without additional courses may be assigned to provide alternate day student support. It is the parties understanding that the alternate day student support classes will not be rostered.

Note 2: English Teachers

- (1) 4 daily regular teaching periods.
- (2) 1 period per day for conferencing with students. English teachers will be required to conduct four writing conferences per quarter with each student in their classes. Two conferences per quarter for each student must be recorded and reported to the department head in written form in a manner established by the English department and the department head in each school. The record shall reflect the nature and progress of the student's composition work.
- (3) 1 lunch period.
- (4) 1 preparation period.
- (5) 1 building assignment.
- (6) 1 professional period.

Note 3: Teachers relieved of administrative assignment by the assignment of instructional and/or non-instructional aides shall be able to use this time in appropriate grade and subject activities.

- b. Special Teachers (Speech/Language, Reading and Study Skills and Prep, Annually Compensated ESL)
 - (1) 6 periods of daily instruction.
 - (2) 1 lunch period.
 - (3) 1 preparation period.
 - (4) 1 professional period.

- c. Support Service Teachers (Librarians, School Nurses, Guidance Counselors, Psychologists and Social Workers)
 - (1) 1 lunch period.
 - (2) Equivalent of one preparation period daily arranged by the support service teacher and the principal.

- d. High School Dean
 - (1) 1 lunch period.
 - (2) The equivalent of one period of preparation daily arranged flexibly by the dean and the principal.
 - (3) Release from two periods of instruction.
 - (4) Otherwise available to work with students and/or staff.

- e. Special Education Teachers
 - (1) 5 periods of daily teaching
 - (2) 1 lunch period
 - (3) 1 preparation period
 - (4) 2 special education professional periods (available to work with students and/or staff).

Special education professional periods are periods during which special education teachers engage in team meetings, conference with inclusion/integrated teachers or other teachers as appropriate, administer assessments, modify class materials, attend CSE meetings, and supervise the testing center on a rotation basis within the department as determined by the department head after consultation with the teacher. This definition does not preclude teachers working with students on an occasional basis but no students may be regularly assigned.

E. School Nurses and Occupational and Physical Therapists

1. The school nurse shall work the official school day for other teaching faculty in the building(s) assigned. The occupational and physical therapist's responsibilities include responsibilities beyond the regular work day for report writing, conferring with parents, and preparing for CSE meetings.
2. School nurses and occupational and physical therapists shall be entitled to a duty-free lunch period of no less than 45 minutes each. Lunchtime shall be scheduled annually by the building principal or their designee and may be changed by mutual consent between the school nurse, occupational and physical therapist and building principal. School nurses or school nurse teachers shall be present to attend to emergency situations that may arise during student lunch recesses.
3. School nurses and occupational and physical therapists shall be entitled to two fifteen-minute duty-free breaks during the school day.
4. Except in emergency situations explained to the school nurse and occupational and physical therapist by the building principal, school nurses and occupational and physical therapists shall not be assigned to administrative or supervisory duties.
5. Each school nurse and occupational and physical therapist shall receive clerical assistance as arranged by the building principal after consultation with the school nurse and occupational and physical therapist. The amount of clerical assistance shall be predicated upon budgetary conditions.
6. School nurses shall be permitted to recommend budget allocations for nurses and nursing materials. The availability of supplies for school nurses in each building shall be made known to the school nurses.
7. School nurses shall be allowed to hold "Community of Interest" meetings during days set aside as District Conference Days. Specific activities shall be developed in consultation between school nurses and the director of pupil personnel services.
8. The parties agree that school nurses and occupational and physical therapists do not have teaching responsibilities.
9. The occupational and physical therapist will serve up to an additional 100 contact hours during each contract year. Additional contact hours will be compensated at a rate of 1/1200 of their annual salary.
10. Upon satisfactory completion of a six-month probationary period, occupational and physical therapist(s) shall not be subject to discipline and or discharge without "just cause" as indicated in Article 29.
11. The Board of Education may, in exceptional cases, and upon recommendation of the Superintendent, grant additional credit for salary purposes.

F. All Teachers

1. It is agreed that changes in the school day including emergency consolidation, which would materially affect the workday for teachers, will be reviewed fully by the Superintendent and representatives of the Association prior to implementation of such changes.
2. A member of the teaching faculty shall attend "open house" meetings appropriate to their grade assignment or grades assignment in each school to which they are assigned. The member shall, as part of their professional responsibility, attend PTA/PTSA meetings as required.
3.
 - a. Faculty meetings are recognized as an important part of the teacher's professional life. Faculty meetings shall be held at least once a month but no more than twice a month, except in emergency situations, with a view toward improving communications and fostering cooperative action. Appropriate faculty committees and principals are encouraged to plan and work in developing meaningful faculty meeting programs. Meetings of groups of the faculty may be called for other Mondays after consultation with the BRC. Except in emergencies, no faculty meeting may be called on a day prior to one on which school is closed.
 - b. In secondary schools, departmental meetings shall be conducted by department heads once a month. Such meetings shall be directed to instructional matters pertinent to the objectives of the instructional area and can be held without prior consultation with the BRC.
4. Covering for Absent Teachers - In the secondary schools, teachers will cover up to five periods a year for absent teachers but no teacher shall be asked to cover more than one such normal period a day. Such coverage shall be on a rotational basis. Teachers may, voluntarily, upon agreement with their building principal, accept assignments exceeding the aforementioned five periods a year to cover for absent teachers for which they shall be compensated at the rate of 1/1200 of class and step for each class. Such coverage shall be rotated among volunteers as reasonable in relation to the needs of the instructional program. A running record will be kept by a building administrator of all such coverage, and it shall be available for teacher perusal. Consistent with the safety of pupils, building assignment and professional periods will be used for this purpose before preparation periods. Current practice with respect to use of per diem substitutes and long term substitutes shall remain in effect. Guidance counselors shall not be called upon to cover for teachers in homeroom.
5. Independent Study - Teachers who accept the position of independent study assignments shall, when the number of such assignments exceeds five, be relieved of one administrative period per week for each such independent study assignment in excess of five during the time when such assignment is in effect, to the extent administratively possible.

6. Teaching faculty will be compensated at the IRS mileage rate for use of their automobiles on District business, or for travel from one District work area to another work area assigned to during one day.
7. Teaching faculty shall be compensated at the rate of 1/1200th of their annual salary for time actually worked beyond the time required by this Agreement. Such compensation shall not exceed the following per hour rate unless this time is required by the principal. Categories excluded from the provisions of this paragraph are as follows:
 - Guidance department head
 - Guidance counselor
 - Science research teachers
 - Assigned professional time and covering for absent teachers beyond the contractual obligation

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$68.99	\$70.37	\$71.78	\$73.22	\$74.68

8. Teachers who travel to more than one school shall not be assigned an administrative duty.
9. Effective July 1, 2023, when there is a need for additional coverage for daily lunch and/or recess supervision, the District shall pay the following rates for unit members who volunteer and are assigned for such coverage in lieu of their preparation, lunch, or professional period:

Per Elementary Lunch <i>or</i> Recess Coverage				
2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$26.50	\$27.03	\$27.57	\$28.12	\$28.68

Per Elementary Lunch <i>and</i> Recess Coverage				
2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$53.00	\$54.06	\$55.14	\$56.24	\$57.36

Per Secondary Lunch Period Coverage				
2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$35.00	\$35.70	\$36.41	\$37.14	\$37.88

Article 17: Duties and Responsibilities of Hourly Compensated Teaching Faculty

A. SIR, ESL, and Externally Funded Professionals

1. ESL, SIR and externally funded hourly compensated professionals shall have a minimum work load of 12 hours per week in a normal work week after the start of the program. For ESL, HB, SIR and externally funded professionals, arrangement of time allotments and length of teaching periods will be made by the program supervisor in consultation with the building principal and the teacher involved. Allotment of time per student shall be made by the program supervisor in consultation with the teacher.

Additional time will be assigned by the program supervisor when the need for such services arises and with the consent of the teacher to assume additional work, prior to increasing the faculty above the level of the previous year at that school and prior to increasing the District-wide faculty, subject to programming needs.

Rearrangement of time allotments may be made by the teacher involved after advising the building principal and the program supervisor and may be subject to their review.

2. The work year for teachers in the program shall begin as soon as the District deems advisable but no later than three weeks after the start of the regular school year.
3. Additional assignments will be made as students are approved by the program supervisor.
4. The work year for teachers in the program shall end no earlier than three weeks before the last day of school for students. The work year may be extended by the District to equal that of annually compensated faculty.
5. Add 1/2 hour per day, twice per week for conferencing with students, parents or faculty if the teacher works at least 15 hours per week.
6. SIR and ESL teachers shall be compensated for snow days and/or other unscheduled school closings without having to make up this time if normally assigned to work on the day of such unscheduled school closing.
7. Whenever previously scheduled changes in school assignments occur, faculty will be allowed to rearrange their teaching schedule to permit making up the time missed.

8. If because of student absence, a teacher has no student during an assigned period of instruction, the teacher shall be compensated provided the time is used for work with other students, preparation, conferences, or other instructional activity as the teacher deems necessary until another student is assigned or for a maximum of five (5) consecutive days.

B. Homebound

1. Teachers will be given assignments as students become available.
2. If a homebound teacher has not been notified by the morning of the day of instruction that the student is unavailable for instruction, or is informed upon arrival at the place of instruction that the student is not available, the teacher shall receive full compensation or two hours compensation, whichever is less, for the assignment.
3. If a teacher has been notified in advance that the student is unavailable for instruction, the teacher may reassign the student for the time missed.

C. Travel (SIR, ESL, HB)

Faculty will be paid travel expenses between building and/or assignments at the regular school district rates.

D. Teacher Illness (SIR, ESL, HB, Externally-Funded Professionals)

1. Teachers who miss scheduled assignments because of illness should notify the building principal and/or the program supervisor as soon as the necessity of absence is known.
2. The teacher will be permitted to make up the time lost due to illness by rescheduling the lost hours with students affected.

Article 18: Elementary (PreK-5) Classroom Preparation

All elementary teachers (PreK-5) will receive compensation at 1/200 of class and step for classroom preparation prior to the opening day of school when the District believes there is a need for such additional work provided, however, that in no event shall such compensation exceed the following per day rate unless the teacher is changing school, grade level, or classroom.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$413.96	\$422.24	\$430.68	\$439.29	\$448.08

At least two weeks prior to the opening day of school a teacher may submit a written request to prepare their classroom setting forth an explanation of the need for additional work to the building principal. Upon approval by the building principal and the Superintendent or their designee, the teacher will be compensated at the rate of 1/200 of that teacher's class and step for each day of approved work provided, however, that in no event shall such compensation exceed the following per day rate.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$413.96	\$422.24	\$430.68	\$439.29	\$448.08

Failure to receive written notification shall not be construed by the teacher as approval. If the building principal or Superintendent (or designee) rejects the proposal, the teacher may write to the Superintendent describing the necessity for the work. The decision of the Superintendent as to the need for such additional work shall be final and binding.

Notwithstanding the above, elementary classroom teachers (K-5) shall receive compensation for one day at 1/200 of class and step for preparation of their classrooms prior to the first day of school provided, however, that in no event shall such compensation exceed the following per day date.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$413.96	\$422.24	\$430.68	\$439.29	\$448.08

Such teachers shall notify their principal at least two weeks prior to the opening day of school of their intention to prepare their classroom, indicating the date. The principal's approval shall be limited to the specific date of such classroom preparation.

Article 19: Equal Opportunity

The Board of Education and the Association agree that neither the Association nor the District shall discriminate on the grounds of age, ancestry, color, creed, disability (mental or physical), domestic violence victim status, ethnic group, gender, gender identity or expression, predisposing genetic predisposition, marital status, military status, national origin, parental status, race, religion, religious practice, sex (including pregnancy, childbirth or related medical condition), sexual orientation, use of a guide dog, hearing dog or service dog, or weight in the selection, retention, promotion or assignment of teaching faculty.

Article 20: Excessing Procedures in Schools

When a position is eliminated in a building, excessing of a teacher shall be accomplished by involuntary transfer within the same tenure area and subject area when several academic subjects fall within the same tenure area.

Involuntary transfers shall be recommended by the appropriate assistant superintendent after consultation with the building principal and teacher or teachers involved. The criteria for transfer decisions are: educational needs of the District, seniority in the District and previous transfers of the teacher(s) involved.

The recommendation of the assistant superintendent shall be communicated to the teacher and may be appealed to the Superintendent by the teacher within five school days following notification.

In the event of such appeal, the Superintendent shall consult with the teacher involved before a final decision is reached.

Such excessing transfers shall not involve screening by a selection committee or building principal.

Article 21: Exchange of Proposals

The Board will provide the Association with copies of those proposals received from representatives of other employer-employee negotiating units within the District, which affect the terms and conditions of employment of employees covered by this Agreement. The Board will, upon request, discuss with the Association the effect of those proposals upon the employees covered by this Agreement.

The District shall send to the president of GNTA upon specific request a complete copy of any proposal, after the proposal has been approved by the

Article 22: Federal-State Supported Programs

Proposals for Federal, State or private funding of educational programs which may affect terms and conditions of employment for members of the bargaining unit will be available for inspection by a person authorized by the GNTA president, upon request to the appropriate office, after such proposals have been prepared for submission.

The District shall send to the president of GNTA upon specific request a complete copy of any proposal, after the proposal has been approved by the external funding agency.

Article 23: Flexibility

The building principal and BRC of each school shall meet to discuss and may agree on guidelines for a flexible hours program in each school. A flexible hours program shall be available to the faculty in each school. The program shall be consistent with the provisions of this Agreement and shall be subject to review as provided in Article 5(D).

The implementation of flexibility in any building shall meet the following conditions:

- A. The specific hours of a teacher's day may be adjusted, upon agreement between the teacher and their principal. No teacher shall serve more hours in a flexibility program than that teacher would have under Article 16 of this Agreement, nor should any class assignments or duty assignments or class size exceed the provisions of this agreement.
- B. The adjustment of a teacher's specific hours of service shall be on a voluntary basis. Neither a teacher's request of an administrator nor an administrator's request of a teacher need be agreed to by the other party. Either party's agreement to a flexible schedule during a school year shall not bind any party to a continuation of that assignment in any subsequent year.
- C. No teacher may be reprimanded, disciplined or otherwise adversely affected with respect to their terms and conditions of employment as a result of refusing a request that their hours of service be adjusted.
- D. An adjustment of a teacher's hours may have an impact on the scheduling of the remaining teachers and the students in the building. Therefore, once a teacher's hours have been adjusted, they may not be restored to what they had formerly been, where readjustment would adversely affect the schedules of students and other teachers. It should be anticipated that adjustments will not be made until the end of the semester or school year, whichever may be appropriate.
- E. Teachers on flexibility programs shall not be required to attend meetings that are not contiguous to their school day and the building principal shall arrange to communicate any information disseminated during such meetings in a mutually agreeable manner.
- F. Any individual's flexibility schedule shall be subject to consultation with the building's BRC.

It is anticipated that the experiences encountered in the program may warrant adjustment in a building's guidelines. To that end, the principal and BRC shall meet from time to time, to consider, discuss and implement any changes they mutually agree to be beneficial to the program.

The guidelines and implementation of each building's flexible hours program need not be the same as those in any other building.

Article 24: Grievance Procedures

A. Declaration of Purpose

In order to provide the best possible educational climate and program for the Great Neck Public Schools, and to establish harmonious and effective relationships among those working toward this goal, these grievance procedures have been established consistent with law and with this Agreement to resolve satisfactorily group or individual differences which would tend to unsettle or undermine the effective functioning of the school system. These procedures are based on sound, comprehensive and generally available personnel practices. It is their purpose to secure under this contract, at the lowest possible administrative level, equitable solutions to grievance of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education and the faculty are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

B. Definitions

1. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of existing laws, Board policies, rules, procedures, regulations, administrative orders or rules governing conditions of professional service to the extent provided by law; or of the provisions of this Agreement.
2. "Teacher" shall mean any member of the unit represented by the Association and covered by the Agreement.
3. "Supervisor" shall mean any principal, assistant principal, immediate supervisor, or other administrative or supervisory officer responsible for the area in which an alleged grievance arises, except for the chief executive officer.
4. "Association" shall mean Great Neck Teachers Association.
5. "Aggrieved Party" shall mean any person or group of persons in the negotiating unit filing a grievance.
6. "Party in Interest" shall mean the Grievance Committee of the Association and any party named in a grievance who is not the aggrieved party.
7. "Grievance Committee" is the committee created and constituted by Great Neck Teachers Association, and composed of those members of the Association certified in writing to the Board of Education by the Association as committee members.
8. "Hearing Officers" shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.

C. Procedures

1. All written grievances shall include the name and position of the aggrieved party, the identity of the specific article and section, policy or procedure which is alleged to have been violated, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
2. Except for informal decisions at Stage 1A, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefore. Each decision shall be promptly transmitted to the grievant and the Association.
3. A grievance which affects a teacher or teachers and which is based on an action of a central office administrator or the Board of Education may be submitted by the Association or the teacher directly to Stage 2.
4. The preparation and processing of grievances shall be conducted so as to avoid interruption of classroom activity, except in emergency situations, and to avoid involvement of students in any phase of the grievance procedure.
5. The Board of Education and the Association agree to make available expeditiously any and all material, relevant documents, communications and records concerning the alleged subpoena at the instance of the party requesting same.
6. In any grievance appealed to Stage 2 or above, any party in interest shall have the right to confront and cross examine all adverse witnesses, to testify and to call witnesses on their own behalf, and to be furnished with a copy of any minutes of the proceedings.
7. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the administration against the aggrieved party, any party in interest, any representative, any member of the Grievance Committee or any witness by reason of such grievance or lawful participation therein in accordance with this procedure.
8. Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents will be jointly developed by the Board and the Association. The Superintendent shall then have them reproduced and distributed to the Association for its members so as to facilitate operation of the grievance procedure.
9. All documents, communications, and records dealing with the processing of a grievance as specified in paragraph 12 below shall be filed separately from the personnel files of the participants.

10. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement, laws or Board policies and that the Association has been given an opportunity to be present at such adjustment and to state its views, except as otherwise provided in Paragraphs E(1) and E(2) below.
11. If any provision of this grievance procedure or any application thereof to any teacher or group of teachers in the negotiating unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
12. The Superintendent shall be responsible for accumulating and maintaining an official Grievance Record at all levels other than Stage 1A and all written decisions at all stages.
13. The Official Grievance Record shall be available at reasonable times for inspection and/or copying by the aggrieved party, the Grievance Committee and the Board and shall not be deemed a public record.
14. To permit the more efficient and effective operation of this grievance procedure, the Board will supply annually to the Association a list of the grievances processed.
15. Costs of personnel and record keeping will be borne by the Board of Education except as otherwise provided in this Agreement.

D. Time Limits

1. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
2. No written grievance will be entertained as described below, and such grievance will be deemed waived unless a written grievance is forwarded at the first available stage within forty (40) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
3. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

4. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, their representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
5. In the event a grievance is filed on or after June 1st, the time limits specified in this Agreement may be adjusted as the result of consultations involving the aggrieved party, the Association's Grievance Committee (if requested by the aggrieved party) and any other party named in the grievance. The objective shall be to process the grievance prior to the end of the school year or as soon thereafter as possible.

E. Stage 1: Supervisor

1. A teacher having a grievance will discuss it with their supervisor, either directly or through a representative, with the objective of resolving the matter informally. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.
2. If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within five school days, except in emergencies requiring the absence of the supervisor from their office, after the written grievance is presented to them, the supervisor shall render a decision thereon, in writing and present it to the teacher, their representative and the Association.

F. Stage 2: Superintendent

1. If the teacher initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under this grievance procedure, the teacher or the Association's Grievance Committee on their behalf, shall file a written appeal of the decision at Stage 1 with the Superintendent within fifteen (15) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.
2. Within fifteen (15) school days after receipt of the appeal, the Superintendent, or their duly authorized representative, shall hold a hearing with the grievant and the Grievance Committee or its representative and all other parties in interest, except in emergency situations or professional commitment.
3. The Superintendent shall render a decision in writing to the grievant and the Grievance Committee or its representative within ten (10) school days after the conclusion of the hearing.

G. Stage 3: Board of Education

1. If the teacher or the Association is not satisfied with the decision at Stage 2, the teacher or the Grievance Committee will file an appeal in writing with the Board of Education within fifteen (15) school days after receiving the decision, at Stage 2. The official grievance record maintained by the Superintendent shall be available for the use of the Board of Education.
2. Within ten school days after receipt of an appeal, the Board of Education may hold a hearing on the grievance, or refer the grievance directly to Stage 4. Any such hearing shall be conducted in executive session.
3. When the Board holds a hearing, the Board shall within ten (10) school days, except in emergency situations, after the conclusion of the hearing, render a decision, in writing, on the grievance. At least three Board members shall attend each Board hearing.

H. Stage 4: Arbitration

1. In any dispute involving the application or interpretation of this Agreement, if the Association is not satisfied with the decision at Stage 3, the grievance may be submitted to an arbitrator for hearing and recommendation as provided below, by written notice to the other party within fifteen (15) working days of the decision at Stage 3.
2. Within five (5) school days after such written notice, the Board of Education and the Association will seek to agree upon a mutually acceptable arbitrator. If the parties are unable to agree, a request for appointment may be made to the American Arbitration Association by either party.
3. The rules of the American Arbitration Association apply insofar as they relate to procedure and selection of an arbitrator.
4. The arbitrator's report and recommendations will promptly be furnished to all parties.
5. The arbitrator shall have no power or authority to offer any recommendation which is prohibited by law or which is violative of terms of this Agreement.
6. No provision in Stage 4 (Arbitration) is to be interpreted to estop either party to the grievance, under limitation of the law, from appealing to the Commissioner of Education, the Civil Service Commissioner, or the courts, unless the moving party specifically requests that the dispute be submitted to arbitration.
7. When a grievance is submitted to arbitration, the decision of the arbitrator shall be final and binding upon the parties, provided such decision is not contrary to or inconsistent with and does not modify or vary in any way rules and regulations having the force and effect of law.

8. Cost of the arbitration, excluding expenses of the parties, will be borne equally by the Board and the Association.
9. The filing or pendency of any grievance shall in no way operate to impede, delay, or interfere with the right of the Board of Education to take the action complained of, subject, however, to the final decision of the grievance.
10. A grievance dispute involving Board policy or discretion may be submitted only on the question of whether the Board policy was disregarded, or was applied in so discriminatory, arbitrary, or capricious a manner as to constitute an abuse of discretion.

Article 25: Group Health Insurance

- A. Each annually salaried faculty member, appointed before 12/15/15, who is compensated at least 2/5 (40 percent) of class and step and is represented by the Association shall contribute 20 percent of the premium of the New York State Employees Health Insurance Program, Empire Plan Core Plus Enhancements, if enrolling in the program. Each annually salaried faculty member, appointed 12/15/15 and thereafter, who is compensated at least 4/5 (80 percent) of class and step and is represented by the Association shall contribute 20 percent of the premium of the New York State Employees Health Insurance Program, Empire Plan Core Plus Enhancements, if enrolling in the program.

The District will implement employee contributions made with pre-tax dollars as consistent with the Internal Revenue Service ruling. It is understood that the District assumes no additional obligations. It is also understood that any employee making pre-tax contributions will first agree to indemnify and hold the District harmless in the event of a subsequent determination that the District failed to withhold sufficient income taxes, since a ruling is not a judicial determination.

- B.
 1. SIR, ESL, HB and externally funded hourly professionals initially appointed December 1, 1984 – December 14, 2015, shall be eligible to participate in the New York State Group Health Insurance Program by contributing 20 percent of the premium, provided they can be expected to meet the following minimum work levels (during the immediately ensuing year):
 - 20 hours or more on a regularly scheduled weekly basis, or
 - 350 or more hours during the previous school year.
 2. SIR, ESL, HB and externally funded hourly professionals initially appointed December 15, 2015, and thereafter, shall be eligible to participate in the New York State Group Health Insurance Program by contributing 20 percent of the premium, provided they work an average of 25 hours on a weekly basis.

- C. Unless restricted by law, the Board will continue to pay the portion of the premium currently in effect for Group Health Insurance for all the retired teaching faculty and families, including qualified domestic partner.
- D. The District will provide health insurance coverage under the State Employees Health Plan to a unit member's domestic partner. To qualify for coverage, the domestic partner shall meet the provider's eligibility requirements; and the employee shall be an annually salaried faculty member who is compensated at least 2/5 (40 percent) of class and step. Effective 12/15/15, and thereafter the annually appointed salaried faculty member must be compensated at least 4/5 (80 percent) of class and step, or work an average of 25 hours on a weekly basis as an hourly professional. The District's contribution will be the same as it is for other members of this unit.

Article 26: Benefit Trust Fund

- A. The parties agree to continue to participate in the Great Neck Teachers Association Benefit Trust Fund.
- B. The Board shall contribute the following sums in twelve equal monthly installments beginning July 1st of each school year:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$1,450,000	\$1,479,000	\$1,508,580	\$1,538,752	\$1,569,527

- C. No later than October 15th of each school year, the Trust Fund shall submit to the accounting office payroll deduction authorization for members currently employed. Deduction authorization for new teachers shall be submitted within 30 days of the effective date of their employment.
- D. SIR, ESL, HB, and externally funded hourly professional initially appointed effective December 1, 1984 through December 14, 2015 shall also be covered by the Benefit Trust Fund provided they can be expected to meet provided they can be expected to meet the following minimum work levels (during the immediately ensuing year):
 - 1. 20 hours or more on a regularly scheduled weekly basis; or
 - 2. 350 or more hours during the previous school year.

Note: Whichever criterion that results in eligibility will be used in granting coverage.

- E. SIR, ESL, HB and externally funded hourly professional initially appointed December 15, 2015, and thereafter, shall also be covered by the Benefit Trust Fund provided that they work an average of 25 hours on a weekly basis.

Article 27: Inservice Institute

- A. An inservice advisory committee of fourteen (14) members shall be appointed by the Superintendent, six to be nominated by the President of the Association, three to be nominated by SAGES, two to be designated by the Superintendent, one to be nominated by the Office Staff Association, one member to be nominated by the Paraprofessional Association, and one to be nominated by the Per Diem Chapter. The Committee will be charged with the responsibility of directing the Great Neck Inservice Institute in accordance with guidelines indicated below. The chairperson may be released for a maximum of six half days during the school year to attend to duties related to the Institute. Institute members may be released for up to two full days per year for Institute work. Secretarial services shall be provided to the Institute by the District.

This committee shall:

1. Determine those areas of interest and need for inservice education within the District.
 2. Make recommendations to the Superintendent on the organization, establishment and publicizing of inservice courses in areas indicated above.
 3. Evaluate the inservice program annually, reporting recommendations to the Superintendent.
 4. Recommend to the Superintendent criteria for evaluating applications for inservice credit from faculty members for courses sponsored by groups other than the Great Neck Public Schools.
 5. Consult, when appropriate, with members of the community for the purpose of enriching and improving the inservice program.
- B. Salary credit for inservice education shall be given under the following conditions:
1. Effective July 1, 2014, one-quarter credit for four hours of class and/or laboratory sessions. One-half credit for eight hours of class and/or laboratory sessions. Three-quarter credit for 12 hours of class and/or laboratory sessions. One credit for 15 hours of class and/or laboratory sessions. Two credits for 30 hours of class and/or laboratory sessions.
 2. Effective for the summer semester of 2014, any combination of inservice credits may be accumulated during the fall semester (September – January), the spring semester (February – June) and summer semester (end of school year – start of school year), as long as the total inservice credits for the three semesters do not exceed 12 credits per school year (September 1 – August 31).
 3. The participant has received a certificate of satisfactory completion signed by the instructor.

4. Salary credit for travel, shall be granted on the following basis:
 - a. Up to six points of credit toward salary schedule placement in any class beyond Class 3 shall be accepted for approved travel in lieu of inservice credits.
 - b. In general, one credit shall be granted for approved travel covering a three-week period.
 - c. An application for such credit shall be approved prior to the travel period. If the Inservice Committee is not meeting when the application is received and the participant proceeds with travel plans, the application is still valid and will be judged on its educational merits.
 - d. The application shall be submitted to the Inservice Committee for prior approval. A record of each request and the action taken by the Committee shall be maintained with a copy of such record filed in the personnel file of the individual.
 - e. The application shall include a written itinerary of travel plans, indicating arrival and departure dates, and a written description of possible educational applications of the experience. Revisions in the itinerary are permissible consistent with the general goals of the travel plan.
 - f. Upon completion of approved travel the applicant shall submit a signed statement to this effect, to the director of human resources.
 - g. The Inservice Committee shall approve travel, which it deems to be of educational value to the teacher and/or of benefit to the District.
5. The Inservice Committee may also grant credits as follows:
 - a. For the publication of a scholarly book related to the teacher's field or to the field of education, two credits may be awarded.
 - b. For a Great Neck Adult Education course approved for a Great Neck faculty member, credit may be granted on the same basis as in B1 above.
 - c. For carefully designed and evaluated curriculum research projects performed without compensation and outside of normal work hours approved by the appropriate assistant to the superintendent and approved by the Committee, up to two credits per project may be granted.
6. For courses, workshops, symposia, and other medically appropriate professional development that have received prior approval by the Superintendent or Superintendent's designee, school nurses shall be allowed to accumulate these hours towards inservice credit for a salary increment.

C. Schedule of Inservice Credits for Salary Purposes: Effective December 15, 2015, the number of inservice credits that may be included for salary advancement purposes in each salary class is as follows:

1. Annually Salaried Personnel

Salary Class	Allowable Inservice Credits
BA	None
BA+15	Not Applicable
BA+30	Not Applicable
MA	Not Applicable
MA+15	26
MA+30	30
MA+45	34
MA+60	34
MA+75	38 (Four (4) new credits must be earned after 7/1/27).
Doctorate	Not Applicable

2. Hourly Salaried Personnel

Salary Class	Allowable Inservice Credits
BA	None
BA+30	Not Applicable
MA	Not Applicable
MA+15	10
MA+30	20
MA+45	25
Doctorate	Not Applicable

D. Course Requirements

The Board and the Association endorse the concept that a changing society requires changing instructional programs as an essential prerequisite to the continuing development of improved learning experiences for youth. A teacher shall take, at the expense of the school district, any inservice course adjudged by the Board, on the recommendation of the Superintendent, as being necessary because of changes in the instructional program or emerging needs of students.

E. The Board will allocate the following amounts for inservice courses other than those that are mandated:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$55,087	\$56,189	\$57,313	\$58,459	\$59,628

F. Members of the teacher bargaining unit who are selected to serve as instructors for inservice courses offered in accordance with the provisions of this Article shall be compensated at the following per hour rate:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$110	\$112	\$114	\$116	\$118

- G. During the life of this Agreement, the Board and the Association will cooperatively examine the philosophy, nature and structure of the Inservice Institute and other professional development and staff development opportunities offered to members of the teaching faculty.

Article 28: Jury Duty

Teaching faculty who serve on jury duty will retain any compensation received for such service. In addition, no deduction shall be made in the salary of a teacher because of jury service. Hourly compensated teachers shall receive compensation for the time they would normally have worked during the period of jury duty.

Article 29: Just Cause

No member of the teaching faculty shall be dismissed, disciplined, or reprimanded without actual or documented cause.

Nothing in this article shall interfere with the right of the Board of Education to terminate a probationary teacher as provided by law.

Article 30: Leaves (General)*

- A. Teachers who have been granted leaves of absence for service in the Peace Corps, Vista or other service in the national interest as well as members of the teaching faculty who have been granted sabbatical leaves, shall upon return from such leave be considered as if they were actively employed by the Board during such leave, be placed on the salary schedule at the level they would have achieved if they had not been absent and shall be returned to the same subject area or non-classroom specialty and elementary or secondary level of their previous assignment.
- B. Teachers shall, upon the recommendation of the Superintendent and approval of the Board, be granted leaves of absence of one year without pay to complete educational requirements or attain a degree provided such leave is applied for by February 1st prior to its commencement. Such leave shall begin September 1st. Upon return from such leave, teachers will be reinstated in their previous position or a comparable position and will be placed on the next highest step of the salary schedule and in the salary class attained by the additional study. ***Also see Article 48(P)**
- C. The Board may, upon recommendation of the Superintendent, grant members of the teaching faculty leaves of absence for reasons and purposes other than those specified with such conditions as to compensation, reimbursement of expenses, duration of leave and otherwise, as the Board may judge fair and proper. Those on leave of absence for such other reasons or purposes will be reinstated in their previous positions or in comparable positions upon their return.
- D. Persons hired to replace teachers on leave of absence shall be informed of their status at the time interviewed for the position.
- E. A condition for being granted unpaid leave of absence is that teachers wishing to return from unpaid leave must confirm their intention to return no later than February 1st for return during the next school year.

A teacher who does not give such timely notification shall be deemed to have resigned.

A request may be made by February 1st for extension of leave for the next school year.

Article 31: Leaves (Adoptive)

- A. A teacher who desires to be granted leave by reason of adoption of a child, shall inform the Superintendent, in writing, of the placing (or its equivalent) of a child with such prospective adoptive parent, which notice shall be given to the Superintendent within 30 days prior to the placing of the child with the adoptive parent or within 90 days after such placement.
- B. Such teacher shall be granted Adoptive Leave, effective at a date mutually agreed between the teacher and the Superintendent. A teacher shall be permitted to use up to ten sick leave days for domestic adoption and up to 20 sick leave days for international adoption. The teacher may, at any time while the leave is in effect, request the Superintendent to shorten the aforesaid period, so as to permit their return, at a date mutually agreeable to the teacher and to the Superintendent.
- C. Nothing in the foregoing shall interfere with the legal right of the Board of Education to terminate probation.
- D. During Adoptive Leave, if mutually agreeable between the teacher and the Superintendent, a teacher will be placed on the substitute list for employment either as a per diem or long term substitute.

Article 32: Leaves (Dependency)

- A. A teacher shall, upon the recommendation of the Superintendent and the approval of the Board, be granted a dependency leave of absence without pay when family circumstances require the teacher's presence at home for an extended period of time. Such family circumstance shall include, but are not limited to the following:
 - 1. Child care
 - 2. Parent care
 - 3. Long term illness of family member

For purposes of this article, "family" shall include domestic partner.
- B. Dependency leave without pay shall not be granted for a period longer than the second September first after the effective date of the leave, unless mutually agreed upon by the teacher and the Superintendent.
- C. Dependency leave shall be requested in writing at least 60 days prior to the start of such leave, stating the date of the anticipated termination of said leave, if possible. In the event of an emergency, the 60-day prior request stipulation may be waived. The teacher shall have the option of extending the leave by one-half a school year or multiple thereof, provided that such request is made at least 60 days before the end of the agreed upon leave, and also provided that such change does not conflict with any agreement made with a replacement teacher.

- D. A condition for being granted unpaid leave of absence is that teachers wishing to return from unpaid leave must confirm their intention to return no later than February 1st for return during the next school year.

A teacher who does not give such timely notification shall be deemed to have resigned.

A request may be made by February 1st for extension of leave for the next school year.

Article 33: Leaves (Child Care)

- A. Upon 60 days prior written notice, or less where medically warranted, child care leave of up to two consecutive years plus the balance of the semester during which the leave commences shall be granted. Teachers may return from child care leave only at the beginning of a school semester unless another date is mutually agreed to by the teacher and the Superintendent provided, however, that for teachers whose child care leave commences between February 1st and June 30th, the date of confirmation of intent to return shall be no later than July 1st.

Nothing in the foregoing shall interfere with the legal right of the Board of Education to terminate probation. It is understood that time spent on leave shall not count toward fulfilling the probationary period.

- B. During such leave a teacher may request placement on the substitute list for employment as a per diem or long-term substitute. The teacher may also apply for part time employment in the District.
- C. A condition for being granted leave is that teachers wishing to return from leave must confirm their intention to return no later than February 1st for return during the next school year.

A teacher who does not give such timely notification shall be deemed to have resigned.

A request may be made by February 1st for extension of leave for the next school year.

Article 34: Leaves (Personal)

- A. Up to two days leave in any school year may be granted (except as noted below) without loss of pay on prior (except in emergencies) application to the Superintendent or their designee for attendance to personal affairs such as:
1. Closing title to home
 2. Moving day
 3. Court appearance
 4. Workers' Compensation hearing
 5. Appearance at Internal Revenue Bureau
 6. Entering child in college
 7. Attending child's graduation
 8. Marriage
 9. Attending wedding of family member
 10. Religious ceremony involving family
 11. Illness or death of close friend
 12. Vehicular breakdown
 13. Impassable roads
 14. Failure of public transportation
 15. Religious observance
 16. Other such personal affairs

For purposes of this article, "family" shall include domestic partner.

- B. Personal leave days not used prior to June 30th of the school year will be added to the faculty member's accumulated sick leave on July 1st.
- C. Personal leave days beyond two days in any school year must receive prior approval from the Superintendent or their designee with reason for leave provided. Approval of personal leave days beyond two days will be deducted from employee's sick leave balance, provided that such balance exists. Application for the use of such days shall not be unreasonably denied.
- D. It is understood that personal leave shall not be granted for recreational purposes or for the purpose of extending a weekend or vacation period.
- E. Personal leave immediately preceding and/or following any holiday period, will be granted as paid leave for reasons set forth in Article 34(A)(1)-(16) above upon 20 calendar days' prior written notice whenever possible to the Superintendent or their designee. Documentation, or the reason for the request, may be requested by the Superintendent.
- F. SIR, ESL and externally funded professionals who work five days a week shall be entitled to personal leave privileges under this Article.

Article 35: Leaves (Sick and Bereavement)

- A. Each teacher will be credited with thirteen days (except as noted below) of leave of absence (sick leave) with full pay during each teaching year, provided such absence is due to illness of the teacher, or sickness or death in the teacher's immediate family. (Immediate family includes husband, wife, mother, father, son, daughter, or other relative living in the home).

In the case of illness or death involving an employee's immediate family, paid leave shall be available for not more than 30 days per year. Request for leave beyond 30 days will be granted as unpaid leave in accordance with Dependency Leave provisions of Article 32.

Each teacher shall be allowed to use their sick leave allowance as a result of the death of a relative not in the immediate family as defined above, up to a maximum of five days per occurrence. Sick leave shall be cumulative. If a teacher is absent for one or more of the reasons above specified beyond the number of days standing to their credit, they shall automatically be dropped from the payroll for the period of such absence except as noted below.

For purposes of this article, "family" shall include domestic partner.

- B. Effective July 1, 2023, the District shall contribute up to fifty (50) sick days annually to a sick leave fund and a teacher who has completed five full years of service as a Great Neck teacher shall, at their discretion, be able to contribute up to five (5) days annually to a sick leave bank for a combined maximum of 250 days in the bank. The sick leave bank shall be utilized in the following manner:
1. A teacher who has completed five (5) full years of service as a Great Neck teacher, and who has exhausted their regular sick leave accumulation may, upon application to the Superintendent of Schools or their designee, withdraw up to ten (10) sick days per school year from the fund.
 2. Sick leave days withdrawn from the fund do not have to be repaid by the individual using them.
 3. Sick leave days may be withdrawn from the bank only for personal illness demonstrated by proper medical documentation.
 4. Days remaining in the bank on June 30th will roll over into the subsequent school year. Notwithstanding the foregoing, at no point shall the sick leave bank exceed 250 days.
 5. By September 15th of each year, the District will compile a list of eligible Association members for that school year who agree to voluntarily donate days and the number of days each unit member is donating, not to exceed five (5) days. After the initial funding of the full 250-day sick leave bank, in the event that the sick leave bank is depleted to zero during the school year, the District will replenish the bank up to 100 days using the voluntary donation list created for that school year.

6. The fifty (50) District donated days shall be used from the sick leave bank first. In the event that fewer than fifty (50) days are used in any given year, the District shall donate the remaining amount, up to fifty (50) days on the subsequent July 1st (e.g., 212 days remain in the sick leave bank on June 30th. On July 1st, the District will donate 38 days to the bank which will amount to its contribution for that year).
- C. If it should become necessary in the case of a teacher who has completed five full years of service as a Great Neck teacher, additional sick leave may be granted at the discretion of the Board of Education and on the recommendation of the Superintendent for personal illness that is catastrophic in nature, in an amount not to exceed half a year at one-half pay and half a year at one-third pay, after which extension of sick leave shall be terminated. Such additional sick leave at one-half pay and one-third pay will be considered for absences of a minimum of three months duration.

“Catastrophic” is defined as a severe illness or injury which would be considered to be life-threatening or likely to result in serious residual disability and which has totally incapacitated an employee’s ability to work (including, but not limited to: cancer, coma, heart attack, leukemia, major burns, stroke, trauma with residual paralysis, etc.). Generally speaking, such illness or injury must be both long term in nature and require a long term recuperation period. Sufficient medical records, verified by a physician selected by the Board, to support such leave is required.
 - D. The annual sick leave allowance shall be credited to the account of each teacher on July 1st except in the case of a teacher commencing employment with the Great Neck Public Schools whose account will be credited on September 1 of the first year of employment.
 - E. Teachers quarantined in their place of residence because of illness of some member of the household with a contagious disease, shall be granted leave of absence without salary deduction for the duration of quarantine, or such other period as the medical inspector shall certify as requisite or prudent.
 - F. Whenever a faculty member incurs an on-the-job injury not controverted by the Workers Compensation Board necessitating absence from work, they shall receive the regular salary and fringe benefits to which they would have been entitled during such absence for a maximum period of 12 months from the date of injury without loss of accumulated sick leave, less any workers’ compensation salary benefits paid or other income received during the period of absence for work of a nature normally performed by the teacher for the District during the period of absence.
 - G. Teachers unable to attend to their school duties for any of the above stated reasons, or otherwise, shall notify their principal as promptly as possible, stating the probable duration of their absence, so that arrangements may be made to obtain a substitute.
 - H. No sick leave will accumulate while a person is on child care leave or other extended leave without pay, excluding FMLA leave. Upon return to service following child care or other leave without pay, a person shall be credited with previously accumulated sick leave.

- I. A doctor's certificate may be required by the District following a sick leave absence of three or more consecutive days. The District may require verification at District expense by an independent medical facility of a sick leave absence beyond 15 days for a single cause of absence. The District may require verification by examination of the family member or by review of the family member's medical record by said independent medical facility at District expense.

GNTA and District representatives shall meet to consider alternative independent medical facilities prior to any District decision to change the currently designated independent medical facility. The District has the authority to designate a new facility thirty days after notifying GNTA of need to change the current designated facility.

- J. A doctor's certificate may be required by the Superintendent for a sick leave absence on the day(s) immediately preceding and/or following the summer, Thanksgiving, Christmas, winter and spring vacation periods.
- K. If a doctor's certificate is required, the cost of the examination or visit by the physician selected by the employee and acceptable to the District shall be borne by the District.
- L. Effective July 1, 2023, full-time employees who retire on or after June 30, 2024 from the District into the New York State Teachers' Retirement System ("NYSTRS") or New York State & Local Retirement System ("NYSLRS"), as applicable, when they are first eligible without penalty as defined by NYSTRS/NYSLRS shall be entitled to payment of unused sick leave at the rate of one (1) day's pay for each three (3) accumulated days up to a maximum of 100 days. Unit members must provide an irrevocable letter of resignation for the purposes of retirement by January 15th of the year of first eligibility with an effective date of June 30th of the year of first eligibility.

Effective July 1, 2023, full-time Association members with twenty (20) years or more of service to the District as a member of this bargaining unit who retire into NYSTRS/NYSLRS and who do not qualify for the first eligible benefit described above shall be entitled to payment of unused sick leave at the rate of one (1) day's pay for each four (4) accumulated days up to a maximum of sixty-six (66) days. Unit members must provide an irrevocable letter of resignation for the purposes of retirement by January 15th of the year of retirement with an effective date of June 30th of the year of retirement.

The District shall make any payment due hereunder as a non-elective employer contribution to a 403(b) program that confirms it can accept the contribution in accordance with applicable Internal Revenue Code regulations. Such payment shall be made to the 403(b) program no later than sixty (60) days after the effective date of retirement. In the event that the retirement benefit exceeds the contribution limit at the time of retirement, the District shall contribute an amount equal to the contribution limit as its initial Employer Non-Elective Contribution and defer payment of said excess for each year up to five (5) years as permitted by law and regulations. Said payment for each subsequent year shall be made between January 1st and January 31st. In the event that any retirement benefit funds remain unpaid after the final five-year deferred payment, such remaining benefit amount shall be distributed to the former employee subject to applicable taxes and withholdings.

- M. All SIR, ESL and externally funded professionals will be included in all provisions of this Article except for the benefits of sub-section L, and except for the following restrictions:
1. Such employees who regularly work five days a week or at least 18 hours per week will be credited with ten days of sick leave per year.
 2. Employees who regularly work four days a week or at least 15 hours per week will be credited with eight days of leave per year.
 3. Employees who regularly work three days a week or at least 12 hours per week will be credited with six days of leave per year.
 4. Employees who work less than three days a week or less than 12 hours per week will not earn sick leave, but may reschedule their teaching assignments to make up hours lost by illness. Such rescheduling option is also available to employees working three or more days, and if time is rescheduled, sick leave will not be charged.
 5. Employees under this Section M will not be eligible for participation in the sick leave bank.

Article 36: Leaves (Post-FMLA Unpaid Leave)

- A. Effective July 1, 2023, when an eligible employee is granted FMLA leave for an FMLA-qualifying reason, accrued sick leave used during such leave must run concurrently.
- B. Contiguous with and immediately following the conclusion of the employee's full allotment of unpaid FMLA leave for an FMLA-qualifying reason (hereinafter referred to as "Post-FMLA Leave"), the District shall provide six (6) weeks of unpaid leave for an FMLA-qualifying reason for those employees who do not qualify for sick leave and provide appropriate documentation, as determined by the Director of Human Resources, substantiating the need for the Post-FMLA Leave. During the Post-FMLA Leave, health insurance benefits will be provided to the employee under the same conditions that applied before the leave commenced. Spouses who are eligible for this provision shall only be entitled to one 6-week Post-FMLA Leave split at their choosing.
- C. This unpaid leave is unrelated to FMLA leave and is not to be construed as an extension or enhancement of FMLA leave. Unit members who do not qualify for FMLA leave similarly do not qualify for Post-FMLA Leave.
- D. Employees must make written application for Post-FMLA Leave at least thirty (30) calendar days before the leave is to commence in order for the benefit to be provided, unless there are extenuating circumstances which preclude timely notice.

Article 37: Legal Assistance

The Board will cooperate with and render legal assistance to employees as provided in Section 3023 and 3028 of the Education Law of the State of New York. The Board will provide insurance coverage, as permitted by law, to the teaching faculty for legal services and judgments in cases of claims or suits based upon alleged libel or slander arising from parent conferences and/or student evaluation reports.

Article 38: Paraprofessionals

- A. It is agreed that paraprofessionals including instructional, non-instructional or clerical will be employed to provide assistance to teachers in carrying on the instructional program.
- B. The volume of paraprofessional services available to each school as a result of this Agreement shall be set forth in Appendix B.
- C. In each school the principal, in consultation with the Building Representation Committee, will determine appropriate use of paraprofessional services.
- D. It is also understood that there may be some non-instructional duties which will continue to require general but minimal supervision by certified personnel.
- E. In the event that no substitute can be secured for an absent playground, cafeteria, or other aide, the teaching faculty, on a rotating and equitable basis, as determined by the principal in consultation with the appropriate faculty committee, shall provide such emergency supervision as required in the interest and safety of pupils.
- F. No member of the bargaining unit shall be displaced as a result of a paraprofessional assuming their duties.

Article 39: Participation of Teaching Faculty in Other Organizations

The Association and the Board recognize the value of the participation by teaching faculty in the activities of instruction-related regional, state, and national organizations.

Upon request to, and approval by the Superintendent, such a person shall be released by the District to fulfill obligations as officer or major presenter at meetings of the organization.

Article 40: Payroll Deduction Plans

The Board of Education will make available to the teaching faculty the opportunity to participate in a reasonable number of tax-sheltered annuity plans offered by companies empowered to offer such plans in the State of New York. In addition, two tax sheltered bond plans will be made available with the approval of the District. A list of current plans will be made available each year.

When it becomes possible through payroll deduction, the District shall also make available the option to purchase U.S. Government Treasury Bonds.

The District will remit tax-sheltered contributions by teaching faculty members on a semi-monthly basis providing the recipient company agrees.

The District shall implement a plan pursuant to Section 125 of the Internal Revenue Code encompassing all allowable benefits in addition to group health insurance.

The District agrees to make payroll deductions available for the NYSUT Benefit Plan.

Article 41: Personnel Files

- A. The teacher's official personnel file shall contain materials such as, but not limited to:
1. Application
 2. Official statement of courses taken and degrees granted
 3. Certificate
 4. Military discharge papers (if any) and pertinent correspondence
 5. Requests for salary reclassification
 6. Requests for leave
 7. Requests for transfer or promotion
 8. Recommendations from previous employers
 9. Principal's evaluations
 10. Supervisor's observation reports
 11. Commendations
 12. Communications relating to service with professional organizations
 13. Reports of disciplinary action taken
 14. Material documented as accurate and as being relevant to the performance of the teacher's duties. The accuracy and relevance of the material shall be subject to the grievance procedure.
- B. A teacher shall, upon request and within a reasonable time, be given the opportunity to examine their file and insert their response to any negative criticism. Such examination may take place only in the presence of the director of human resources or their designated representative.
- C. A teacher may, upon request and within a reasonable time, be given a copy of any item in their personnel file.

- D.
1. Within five school days of its preparation, a copy of any report or record maintained by the building principal about the teaching faculty member's performance or conduct shall be given to the teaching faculty member and the teaching faculty member shall sign a copy of the report or record and return it within two school days to signify that the report or record has been seen. This signature does not indicate agreement with the content but merely that it has been seen. The teaching faculty member has the right to respond to the report or record and have the written response attached to the report or record in the principal's file. In the event a teacher refuses to sign a report or record, the document shall be placed in the file with a notation that the teacher has refused to sign it.
 2. Written reports or records of events except evaluations will be prepared within 30 school days of their occurrence. In those instances where the District was not aware of the individual teacher's involvement in an act, a written report or record shall be prepared within 30 school days of the District's awareness of the teacher's involvement in the act.
- E. The only materials which may be entered into disciplinary proceedings are materials from the teacher's personnel file or principal's file that have been shown to the teacher at least three days prior to the disciplinary proceeding, except in emergencies as provided in Article 11. If the teacher believes that material(s) in their principal's or official personnel file, other than material prepared by their supervisors or administrators, are inaccurate or unjust, they may pursue such a claim pursuant to the provision of the grievance procedure.

Each faculty member's file shall be available for inspection only to:

1. The Superintendent
2. The assistant superintendent or the director of pupil personnel services, depending on which one of these is appropriate to the particular faculty member
3. The director of human resources
4. The building principal
5. The faculty member whose file it is
6. Members of the Board of Education as governed by board policy.

Article 42: Planned Heterogeneous Teaching Groups in Elementary Schools

- A. In each elementary school the teachers of a given grade level shall participate as a group in the development for the coming year of regular classroom groups balanced as to emotional, physical, academic and age characteristics. When special problems arise, a teacher may request the principal to transfer a pupil out of the teacher's class after the start of the school year. Teachers of self-contained special classes will continue to meet as a group in planning for the organization of their classes.
- B. Teachers shall be consulted about all transfers of children into and out of their classes during the regular school year.
- C. Teachers shall receive their tentative class enrollment list for the following year no later than five school days before the end of the school year.

Article 43: Professional Placement and Evaluation of Teaching Faculty

The Board and the Association endorse the professional concept that teachers shall be involved in the recruitment, selection, orientation, transfer and promotion of all certified personnel.

- A. Selection of Teaching Faculty
 - 1. The Superintendent (or designee) shall be responsible for the initial screening of teaching faculty for positions in the various instructional areas.
 - a. In the event the position to be filled is one with K-12 certification and tenure (as established by the New York State Board of Regents as of August 1975), a District committee will be established consisting of six members, three of whom shall be selected by the President of GNTA and three of whom shall be selected by the Superintendent. The committee's recommendation shall be submitted to the Superintendent.
 - b. In the event the position to be filled is one on the elementary level (K-6) not covered by (a) above, a District committee will be established consisting of six members, three of whom shall be selected by the Superintendent and three others selected by the President of GNTA. The committee's recommendation shall be submitted to the Superintendent.

- c. In the event the position to be filled is one at the secondary level (middle school or high school) not covered in (a) or (b) above, a committee of six members, two teachers and one department head all having experience corresponding to the vacancy and selected by the President of GNTA, and three others selected by the Superintendent shall be established. The committee's recommendation shall be submitted to the Superintendent.
 - d. In the event the position to be filled is school nurse, a District committee will be established consisting of four members, two of whom shall be selected by the President of GNTA and two of whom shall be selected by the Superintendent. The committee's recommendation shall be submitted to the Superintendent.
 - e. In the event no candidate is found acceptable by the appropriate selection committee, a subcommittee of the selection committee including at least one GNTA representative may review applications with the Superintendent (or designee). Generally, no teacher will be recommended to the Superintendent for employment unless that teacher is approved by the appropriate selection committee.
 - f. The District shall maintain a list of candidates recommended for appointment as regular substitutes based on positive evaluations with recommendations from classroom teachers, department heads, District selection committees, and/or administrators. During the school year, regular substitute positions shall be filled from this list by the Superintendent (or designee).
 - g. Before any probationary opening is advertised outside the District, current full-year 1.0 FTE regular substitutes and full-year part-time teachers who serve 0.8 FTEs (or more) who have been recommended for employment by a teacher selection committee shall be considered for such probationary appointments provided building teacher evaluation committees and principals recommend the teacher for re-employment. Recommendation for probationary appointment shall be made to the Superintendent by the appropriate selection committee. If there are more such full-year 1.0 FTE regular substitutes or full-year part-time teachers who serve at least 0.8 FTEs than probationary vacancies, the teacher selection committee shall interview the candidates. In the event no full-year 1.0 FTE regular substitute and/or full-year part-time teachers who serve 0.8 FTEs (or more) is appointed to a probationary vacancy, the regular procedures outlined in Article 43(A)(1) above shall be used.
2. The Superintendent shall appoint one of their designees to serve as chair for each of the selection committees. The chair shall be responsible for holding a procedural meeting prior to the interviewing of any candidates by the committee.

3. The parties agree that their respective committee designees shall be appointed in sufficient time to permit a timely selection process.
4. When a selection committee finds that there are a number of superior candidates for a position, the committee may choose to recommend candidates to the Superintendent ranked in order of preference.
5. When mutually agreed upon between the Superintendent and the President of the Association, selection committees to fill vacancies for teaching positions with a smaller total number of members than specified in this article may be appointed to fill vacancies in some circumstances. It is understood that these smaller committees will consist of at least four members, two of whom will be appointed by the President of the Association.

B. Filling of Vacancies

In the event a vacancy exists, it will be filled in the following order of priorities:

1. A teacher receiving an involuntary transfer.
2. Teachers seeking a transfer within their teaching field in accordance with Section G.
3. Teachers receiving a new assignment in accordance with Article 20: *Excessing Procedures in Schools*.
4. Teachers receiving a new assignment in accordance with Article 58: *Termination of Employment - Annually Compensated Teaching Faculty*.
5. Teachers not currently employed in the District or teachers currently employed who are seeking a change in area of assignment in accordance with procedures established under Section A above.

C. Evaluation of Teaching Faculty

In each building where a regular substitute or a probationary teacher serves, the BRC or a committee designated by the BRC shall meet each year with and discuss with the building principal the competence of the regular substitute or probationary teacher prior to the building principal's recommendation regarding re-employment or dismissal of the teaching faculty member. In the event the regular substitute or probationary teacher serves in more than one school, the building teacher committees of each school shall meet jointly with the principal of each school prior to the building principals' making their recommendation.

D. Probationary Teachers and Regular Substitutes

1. Probationary teachers will receive two evaluations per year, the first no later than January 31st, and second no later than May 31st, except as noted in Section D(3) below. Regular substitutes will receive one evaluation in any year in which they teach five months or longer.
2. With respect to probationary teachers and regular substitutes, it is agreed that a teacher shall receive within five school days of its preparation a copy of any written evaluation report. When a classroom observation results on a written report, the teacher shall receive a copy of that report within ten school days of the observation. It is further agreed that the teacher may attach a statement or comment to such report.
3. Probation may be terminated as permitted by statute on the recommendation of the Superintendent. Official notification to probationary teachers of anticipated Board action regarding tenure or termination of probation shall be given no later than 30 days prior to such Board action. The principal shall, by May 1st, meet with any teacher whose probationary period commenced in September to verbally inform the teacher of the probable recommendation the principal will make to the Superintendent regarding tenure or termination of probation.

Sixty days prior to the end of the probationary period, the principal shall meet with any teacher whose probationary period commenced during the school year to verbally inform the teacher of the probable recommendation the principal will make to the Superintendent regarding tenure or termination of probation.

Such an interview with the principal is to enable teachers to make timely plans regarding their employment. It is not binding upon the District with regard to ultimate Board action to grant tenure or to terminate probation. It is recognized by both parties that the District may evaluate the teacher's performance during the full term of the probationary period before board action with regard to tenure or termination of probation. Any decision to terminate probation shall be based on at least two written evaluations during that school year.

4. In the event the building principal has invited or expects another person to attend the conference, the teacher shall be informed in writing and have the right thereafter to invite another faculty member to the conference. The administration shall make appropriate arrangements for the attendance of the additional faculty members requested by the teacher pursuant to this Article.
5. A probationary teacher who is advised that their services are to be terminated shall be entitled, upon written request, to a meeting with the Superintendent, or a designated representative of the Superintendent, other than the person who made the recommendation for termination, for a full discussion of the matter.

E. Tenure

1. Tenure provisions in the District will be governed by State Education Law. A teacher who has served their probationary period shall hold their respective position provided they conduct themselves in a manner to reflect good behavior and efficient and competent service and shall not be discharged except for cause for the following reasons:
 - a. Insubordination, immoral character or conduct unbecoming a teacher;
 - b. Inefficiency, incompetency, physical or mental disability or neglect of duty;
 - c. Failure to maintain certification as required by law and by the regulations of the Commissioner of Education;
 - d. Elimination of position under provision of this collective bargaining agreement.
2. The tenure areas in Great Neck shall comply with the Laws of the State of New York.
3. Charges against a teacher on tenure will be resolved in accordance with procedures and regulations established by the Commissioner of Education and the State Education Department under Section 3020-A of the New York State Education Law.
4. A tenured teacher shall receive a copy of any written classroom observation report within ten school days of observation. It is further agreed that the teacher may attach a statement or comment to such report.
5. Formal Evaluation reports and Annual Performance Review reports, as required in Section 100.2 of the Regulations of the Commissioner of Education of the State of New York, shall be given to the teacher no later than five school days before the end of the school year to which it applies.

This change shall not apply to teachers who are rated as Ineffective or Developing, and those reports shall be given to the teacher no later than ten days before the end of the school year to which it applies.

F. Assignment of Teaching Faculty

Each member of the teaching faculty will, insofar as possible, be notified by June 15th of the school year of their probable assignment for the following year. GNTA Executive Board shall be apprised of such changes in staff patterns.

G. Transfer of Teachers

1. Voluntary Exchanges

Teacher exchanges within the school system for a period of one year may be effected subject to the mutual agreement of teachers and principals involved.

2. Voluntary Transfers

On or about May 10th of a given school year there shall be made available to teachers lists of expected vacancies for the ensuing school year. A teacher interested in transferring to one of these vacancies or to other vacancies that may occur shall so notify the appropriate assistant superintendent within two weeks. Teachers interested in knowing about vacancies that develop subsequent to dissemination of lists may obtain such information from the appropriate Assistant Superintendent.

Teachers will be recommended for transfer by the appropriate Assistant Superintendent.

3. Involuntary Transfers

Involuntary transfers will be made only after consultation between the faculty member and the appropriate assistant superintendent. The faculty member may, if they choose, appeal to the Superintendent. Notices of all involuntary transfers will be given to faculty members by June 15th, to the extent possible, subject to necessary adjustments thereafter.

Changes in student enrollment patterns that occur after June 1 may necessitate the transfer of a teacher for part or all of a school day in order to meet the instructional needs of students. A teacher transferred after the last day of school (as indicated on the school calendar) shall be compensated during the year the transfer takes effect by an additional salary of \$1,000 for a partial transfer or additional salary of \$3,000 for a full transfer.

4. All transferred teachers (exchange, voluntary, involuntary) will retain all rights and privileges that have accrued due to their seniority in the District.

H. Promotions

1. An administrative opening or appointment involving a reduced teaching assignment, additional title, and/or additional stipend shall constitute a promotional vacancy. When the Board of Education modifies a present employee's position by revising the job description, title or salary, such modifications will not constitute a promotional vacancy as defined in this section. It is agreed that notices of any vacancy other than consultant to the Board (or similar position) which constitutes a promotion in rank or salary from that of a regular teacher shall be posted in each school building and a copy sent to the President of the Association setting forth the qualifications for the position, the duties, the salary, and the filing dates for applications.

2. Such notices shall be posted at least ten school days before the final date for the submission of applications.
3. Qualified members of the Great Neck Public Schools will be given serious and equal consideration, together with outside applicants. Teachers are encouraged to make known at any time their desires to be considered for promotional positions.
4. Whenever a building promotional vacancy occurs or a new building promotional position is established, a committee of six members, three of whom shall be selected by the President of GNTA and three others selected by the Superintendent shall be established.

Where the building principal does not sit on the selection committee, the selection committee shall make its recommendation to the building principal. If the recommendation is rejected, the selection committee shall meet again to make another recommendation, or it may appeal a principal's decision to the Superintendent.

Where the building principal is included in the selection committee, the selection committee shall make its recommendation directly to the Superintendent and the building principal shall not have veto power described above.

5. Whenever a central or system-wide vacancy occurs, or a new promotional position is established, a promotional selection committee of no less than three and no more than five members selected by the President of GNTA and of an equal number selected by the Superintendent shall be established. The Superintendent may be an additional member of the committee. As governed by Board policy, parent member(s) will also serve on the selection committee, and shall receive appropriate training as provided by the District.

I. Resignations

Any member of the teaching faculty who intends to resign shall notify the Superintendent in writing, with a copy to the building principal, at least 30 days in advance of the intended date of resignation. It shall be effective on the date specified in said notice, unless modified by mutual agreement between the teacher and the Superintendent.

J. Selection of Hourly Compensated Faculty

1. Initial screening for selection of faculty for placement on a system-wide list of eligible teachers for each program shall be made by the program supervisor. Eligible applicants shall be reviewed by a committee composed of two persons selected by the Superintendent, and two faculty members selected by the President of GNTA. The recommendation of the committee shall be forwarded to the Superintendent for their consideration prior to their recommendations to the Board. Teachers appointed on an emergency basis as recommended by the program supervisor will be reviewed by the committee at its next regular session.

2. Lists of personnel available for SIR, ESL, HB and Externally Funded Professional programs will be made by the program supervisor.
3. Selection and assignment to positions in each program shall be in accordance with the following guidelines, except as described in J.3.e below.
 - a. Teachers who meet the qualifications and who have been continuously employed in the program. (For homebound teachers, this shall mean continuous employment in the subject or grade level of the assignment.)
 - b. Teachers who meet the qualifications and who have been employed in the program but not continuously.
 - c. Teachers who have not been employed in the program but who meet the qualifications.
 - d. Teaching faculty currently employed in other programs of the school system shall normally be offered assignments in the home teaching program only when a qualified home teacher is not available.
 - e. It is understood that in special instances, teachers qualified to work with children with exceptional combinations of learning needs as determined by the program supervisor and school psychologist and/or guidance counselor may so be assigned.
4. If any of the programs are eliminated, altered or replaced, faculty in the present programs will be given first consideration by the selection panel for eligibility for other programs, provided the teacher has the necessary qualifications.
5. Faculty members will notify program supervisor by April 1 if they are not interested in continuing as teachers in the program for the following year.
6. Faculty will be notified of their eligibility for re-employment by the program supervisor prior to May 15 of each school year.

K. Evaluation (SIR, Hourly ESL, HB and Externally Funded Professionals)

1. The teacher has the right to evaluation of their teaching performance and to assistance in improvement of that performance.
2.
 - a. Faculty in the SIR, ESL and Externally Funded Professional programs shall be evaluated each year by their supervisor on the basis of direct observation and/or evaluation reports from the principals of the buildings to which the faculty member is assigned. Homebound teachers shall be evaluated by the supervisor of the program.

- b. In the event that any items are to be placed in the teacher's permanent file, these items should first be discussed between the teacher and the evaluator and should be signed by the teacher to signify their notification that the item will be placed in said file. Each teacher shall be provided with a copy of any formal evaluation report.
- c. Each teacher should be provided definite, positive assistance to correct professional difficulties and time to incorporate the recommended changes.

L. Changes in Assignment of Hourly ESL and SIR Teachers

1. Teachers may express preference in school assignment. The teacher's request will be considered by the program supervisor when assignments are made.
2. If circumstances require a teacher of ESL and SIR to be reassigned to a different school during the school year or the ensuing school year, the teacher will be notified in advance by the program supervisor, and upon request may have a conference regarding such assignment. Generally, reassignment will allow the teacher to reasonably maintain the workload previously carried, within the limitations of budget allocations and availability of students for the program. Workload shall be determined by a review of the teacher's general pattern of work in the previous year.
3. Voluntary exchanges of ESL and SIR teachers within the school system for a period of one year may be effected subject to the mutual agreement of teachers, principals and supervisors involved.

M. School nurses may express in writing preference in school and level of assignment each year.

If a school nurse is reassigned to a different school or level during the present school year or for the next school year, the school nurse will be notified in advance and may request a conference regarding such assignment with their supervisor and then with the Superintendent or their designee other than the school nurse's supervisor.

Each school nurse shall be notified of their probable assignment for the next year by June 15th of the previous school year.

N. In each building where a school nurse serves, the building principal, after discussion with the school doctor, shall annually evaluate the quality of performance of the school nurse. A copy of all evaluations will be given to the school nurse, who may attach a response to it. In the event any item is placed in the school nurse's permanent or office file concerning the quality of performance of the school nurse, these items shall first be discussed between the school nurse and the evaluator. Each school nurse shall be provided definite, positive assistance to correct professional difficulties and time to incorporate the recommended changes.

- O. No school nurse shall be required to evaluate any other school nurse.
- P. The probationary period for school nurses shall be six months in duration. Any school nurse recommended for termination by the Superintendent during the probationary period may request, and will be granted, an interview with the Superintendent to discuss such recommendation.

Article 44: Professional Time

Except as otherwise provided in this agreement, when requested by a principal or other person authorized to do so by the Superintendent, and subject to the prior written approval of the Superintendent or their designee, time spent by teachers for curriculum development and planning and professional or staff development that occurs outside of the regular school day shall be compensated at the rate of 1/1200th of the annual salary for each hour or major fraction thereof provided; however, that in no event shall such compensation exceed the following per hour rates:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$68.99	\$70.37	\$71.78	\$73.22	\$74.68

Except as otherwise provided in this Agreement, when requested by a principal or other person authorized to do so by the Superintendent, and subject to the prior written approval of the Superintendent or their designee, time spent by teachers for curriculum development and planning and professional or staff development that occurs on days that school is not normally in session shall be compensated at the following per day rate:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$221	\$225	\$230	\$235	\$240

The forgoing shall not apply to department heads in the ordinary performance of their duties.

Article 45: Qualifications of Teachers

All members of the teaching faculty must be duly certified or licensed as required by law and regulations.

Article 46: Recognition

- A.
1. The Board, having determined that the Association represents a majority of teachers in the unit described in Section B below, recognizes the Association as the exclusive negotiating agent for all personnel in the unit described for arriving at written agreements in the determination of salary, related benefits, the terms and conditions of professional service, and the administration of grievances arising there under.
 2. Such recognition shall extend until seven months prior to the expiration date of this agreement.
 3. The Board agrees not to negotiate with any teacher organization other than the Association for the duration of this agreement.
- B. For the purpose of this Agreement and as a description of the negotiating unit, the Great Neck Teachers Association is recognized as the negotiating agent for all professional personnel employed in the Great Neck schools, except per diem substitutes and those holding administrative positions or Adult Education positions. Members of the unit include those performing in the following job classifications:
1. Full & Part Time Classroom Teachers (including special area teachers)
 2. Guidance Counselors
 3. Department Heads
 4. Librarians and/or Library Media Specialists
 5. School Psychologists
 6. School Social Workers
 7. Regular Substitutes
 8. Summer School Teachers
 9. Homebound Teachers (HB)
 10. Special Individualized Reading Teachers (SIR)
 11. English as a Second Language Teachers (ESL)
 12. Externally Funded Teaching Personnel (EFP)
 13. School Nurses
 14. Occupational/Physical Therapists
 15. Pre-Kindergarten Teachers (Pre-K)
 16. Deans
- C. In determining when a per diem substitute becomes eligible for regular substitute status as provided in the practices of the District and, thereby, becomes eligible for membership in the teachers bargaining unit, the following criteria will be used: The per diem substitute must be employed for at least 35 working days in the same assignment for a minimum period of two consecutive calendar months.

Teachers commencing such assignment after January 1, 1997, and upon becoming eligible for regular substitute status, shall be given salary credit for a maximum of two years of teaching experience. The Board of Education may, in exceptional cases, and upon the recommendation of the Superintendent, grant additional credit for salary purposes.

Article 47: Salary Schedule

- A. The salary schedule for probationary and tenured teachers shall be adjusted as follows (see attached schedules Appendices C1-C5):

Effective July 1, 2023, the salary schedule annexed hereto as Appendix "C" shall be implemented plus increment. The half-step schedule for those unit members hired on or after December 15, 2015 shall be eliminated. Unit members on the half-step schedule shall be placed on the next full step above their step as of June 30, 2023 (e.g., a teacher on step 2 or 2A will go on step 3).

Effective July 1, 2024, the salary schedule in effect for the 2023-2024 school year shall be increased by 2.0% plus increment.

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 2.0% plus increment.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0% plus increment.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 2.0% plus increment.

Effective June 30, 2028, a MA+75 column will be added to the salary schedule which is calculated at the midpoint between the MA+60 and PhD columns. For movement onto the MA+75 column, only those credits earned after July 1, 2027 will be considered.

- B.

1. The salary schedule for hourly unit members shall be adjusted as follows (see attached schedule Appendix D1-D5):

Effective July 1, 2023, the salary schedule in effect for the 2022-2023 school year shall be increased by 2.0% plus increment.

Effective July 1, 2024, the salary schedule in effect for the 2023-2024 school year shall be increased by 2.0% plus increment.

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 2.0% plus increment.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0% plus increment.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 2.0% plus increment.

2. Hourly members, who held such positions prior to December 15, 2015 and were on step 19 in the 2018-2019 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-2019) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. *[See note below]*
3. Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. *[See note below]*

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is *not entitled* to the \$654 off schedule payment at step 19 as referenced in subparagraph B(3) above.

- C. The salary schedule for school nurses shall be adjusted as follows (see attached schedule Appendices E1-E5)

Effective July 1, 2023, the salary schedule annexed hereto as Appendix "E" shall be implemented plus increment. The half-step schedule for those unit members hired on or after December 15, 2015 shall be eliminated. Unit members on the half-step schedule shall be placed on the next full step above their step as of June 30, 2023 (e.g., a nurse on step 2 or 2A will go on step 3).

Effective July 1, 2024, the salary schedule in effect for the 2023-2024 school year shall be increased by 2.0% plus increment.

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 2.0% plus increment.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0% plus increment.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 2.0% plus increment.

- D. The salary schedule for occupational and physical therapists shall be adjusted as follows (see attached schedule Appendices OT/PT1- OT/PT8):

Effective July 1, 2023, the salary schedule annexed hereto as Appendix "OT/PT" shall be implemented plus increment. The half-step schedule for those unit members hired on or after December 15, 2015 shall be eliminated. Unit members on the half-step schedule shall be placed on the next full step above their step as of June 30, 2023 (e.g., an OT on step 2 or 2A will go on step 3).

Effective July 1, 2024, the salary schedule in effect for the 2023-2024 school year shall be increased by 2.0% plus increment.

Effective July 1, 2025, the salary schedule in effect for the 2024-2025 school year shall be increased by 2.0% plus increment.

Effective July 1, 2026, the salary schedule in effect for the 2025-2026 school year shall be increased by 2.0% plus increment.

Effective July 1, 2027, the salary schedule in effect for the 2026-2027 school year shall be increased by 2.0% plus increment.

- E. Effective each July 1st from the 2023-2024 through 2026-2027 school years, all other contractual rates and stipends in this Agreement shall be increased by 2.0%.

Article 48: Salary Schedule Conditions

A.

1. Description of Salary Classes on Schedule C:

Class 1	Baccalaureate degree (BA)
Class 2	Baccalaureate degree and 15 graduate credits taken since the granting of the degree (BA+15)
Class 3	Baccalaureate degree and 30 graduate credits taken since the granting of the degree (BA+30)
Class 4	Master's degree, or baccalaureate degree and 45 graduate credits taken since the granting of the baccalaureate degree (MA/BA+45)
Class 5	Master's degree and 15 graduate credits taken since the granting of the degree, or baccalaureate degree and 60 graduate credits taken since the granting of the baccalaureate degree (MA+15/BA+60)
Class 6	Master's degree and 30 graduate credits taken since the granting of the degree, or baccalaureate degree and 75 graduate credits taken since the granting of the baccalaureate degree (MA+30/BA+75)
Class 7	Master's degree and 45 graduate credits taken since the granting of the degree, or baccalaureate degree and 90 graduate credits taken since the granting of the baccalaureate degree (MA+45/BA+90)
Class 8	Master's degree and 60 graduate credits taken since the granting of the master's degree (MA+60)
Class 8A	Master's degree and 75 graduate credits taken since the granting of the master's degree (MA+75) Note: Only those credits earned after July 1, 2027 will be considered.
Class 9	Doctorate earned through graduate study at a university recognized by New York State Department of Education

Note: Class 2, Class 3, BA+45, BA+60, BA+75, and BA+90 are not available to those employees hired on or after December 15, 2015

2. Teachers and school nurses who have completed 20 years of full-time Great Neck service as a member of this unit shall receive an annual, non-cumulative longevity payment of \$2,000. Teachers and school nurses who have completed 25 years of full time Great Neck service as a member of this unit shall receive an annual, non-cumulative longevity payment of \$2,500. Years of service is calculated on July 1st of each respective school year. Longevity payments shall be disbursed evenly during payroll periods after July 1st.
3. A teaching faculty member who has attained National Teacher Board Certification shall receive an annual stipend as follows:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$1,379	\$1,407	\$1,435	\$1,464	\$1,493

B. Advancement to Next Step on Schedule

The date on which the annual increment shall be applied shall be July 1st of each fiscal year. A person shall advance to the next step on the salary schedule on July 1st of each year, unless they shall have been appointed between April 1st and June 30th, in which case they shall advance to the next step on the second July 1st following the date of initial appointment.

C. Advancement from One Salary Class to Another

A teacher advancing from one salary class to another shall be advanced one step beyond the step on which they were entitled to be placed during the preceding school year. In exceptional cases, where the lengthening or shortening of the number of steps in a given class may have worked to the disadvantage of a teacher, the Board may, on the recommendation of the Superintendent, advance a teacher transferring to a new class to such new step as may reduce possible inequities.

D. Experience Credit Upon Appointment

1. Credit given new teachers for teaching experience at the N-12 level outside Great Neck Public Schools shall be as follows: Full credit up to a maximum of two years for such outside experience, provided that no credit shall be given for a partial year.
2. Credit given new teachers for teaching experience on an hourly, part time annual basis, or college level within or outside Great Neck Public Schools shall be as follows: One full year's credit for each two years including at least 400 hours per year of service on a part time, hourly, or college level, provided that no credit shall be given for a partial year.
3. One year's credit for 200 days, up to a maximum of two years credit for 400 days of per diem teaching experience within Great Neck.
4. Credit given new teachers for non-teaching work experience in a related field may be granted by the District as follows: One year's credit for each two years of related experience up to a maximum of two years credit.

5. Credit given new teachers for non-teaching work experience in the Great Neck Public Schools may be granted by the District as follows: One year's credit for each two years of Great Neck non-teaching service up to a maximum of two years credit.
6. The maximum credit for prior employment experiences is a maximum of two years. It is understood that this provision shall not be retroactive at any time.
7. The Board of Education may, in exceptional cases, and upon recommendation of the Superintendent, grant additional credit for salary purposes to any teacher.

E. Automatic Increments

All increments shall be automatic to step 5 of the salary schedule. All increments beyond step 5 shall be based upon satisfactory performance by the teacher. Increments beyond step 5 may be withheld by the Board only for reasonable cause.

F. Second Baccalaureate Degree

A second baccalaureate degree is to be considered as 30 points of graduate credit.

G. Practice Teaching

No credit is given for practice teaching unless the teacher training institution itself gives graduate credit.

H. Classification at the Time of Appointment

Official transcripts indicating all degrees awarded and graduate credits earned must be transmitted to the Superintendent before or as soon as possible after appointment to determine whether or not proper initial placement has been made. If credit claimed cannot be substantiated, new appointees will be reclassified accordingly.

I. Inservice Credit at Time of Appointment

For staff hired effective September 1, 2014 and thereafter, inservice credit at time of appointment is not available.

J. A unit member may submit a maximum of one salary class transfer request per school year. Such request must be submitted by October 1st for the fall term or by February 1st for the spring term. Course work must be completed by September 1st for October 1st submission. Except in the event of administrative error, no salary change shall be retroactive beyond the school year in which the request is submitted (i.e., requests submitted by October 1st are retroactive to September 1st (or the first day of school) and requests submitted by February 1st are retroactive to February 1st).

District paid conferences are not eligible for educational increments when a conference rolls into a non-workday, except when employee pays for the additional credits and any credit-bearing work is done on non-school/non-conference time. Transcript and proof of payment is required before any credits would be granted. This provision does not apply to summer scholarships.

K. Definition of Graduate Credits

Approved graduate study shall be considered that study which is credited as graduate study by an institution recognized by the NYS Education Department. Effective September 1, 2009, approved graduate credit shall be considered that study which the issuing institution will accept towards a degree-granting program at the institution. If the issuing institution will not accept the credits towards a degree-granting program, the credits will be treated as inservice credit, subject to all policies and procedures for such credit.

Effective July 1, 2014, the Inservice Institute Committee may grant undergraduate credits for salary advancement purposes for undergraduate courses taken subsequent to July 1, 2014 if such credits will lead to a specific educational certification requested or required by the District, and the Superintendent concurs.

L. Salary Differentials

Personnel listed below shall be compensated at the following rate:

Title	Work Year	2023-24	2024-25	2025-26	2026-27	2027-28
Guidance Counselor	Teacher's +2 Weeks*	\$10,855	\$11,072	\$11,293	\$11,519	\$11,749
Head of Guidance	Teacher's +3 Weeks*	\$16,067	\$16,388	\$16,716	\$17,050	\$17,391
Psychologist	Teacher's Work Year	\$10,855	\$11,072	\$11,293	\$11,519	\$11,749
Social Worker	Teacher's +10 Days**	\$7,135	\$7,278	\$7,424	\$7,572	\$7,723
Coordinator Central TV	Teacher's Work Year***	\$37,150	\$37,893	\$38,651	\$39,424	\$40,212
Coordinator Health Svcs	Teacher's Work Year	\$11,617	\$11,849	\$12,086	\$12,328	\$12,575
Coordinator Ind. Study	Teacher's Work Year	\$2,394	\$2,442	\$2,491	\$2,541	\$2,592
Deans (HS)	Teacher's Work Year	\$7,660	\$7,813	\$7,969	\$8,128	\$8,291
Deans (MS)	Teacher's Work Year	\$4,977	\$5,077	\$5,179	\$5,283	\$5,389
Mentor	Teacher's Work Year	\$3,074	\$3,135	\$3,198	\$3,262	\$3,327
SAT/ACT Coord.	Teacher's Work Year	\$2,951	\$3,010	\$3,070	\$3,131	\$3,194

*Includes one week before opening of school and one week after closing of school.

**Includes compensation for social worker duties conducted after school hours by having these hours applied to these ten days.

***Includes compensation for all responsibilities beyond classroom teaching required for this position.

- M. Payday shall be the sixteenth and the last day of the month from September to the following June except that whenever the sixteenth and/or the last day of the month falls on a day school is not normally in session, payday shall be the day previous to the sixteenth day of the month and the school day previous to the last day of the month. Teachers shall receive 20 equal payments during the school year.

Teachers also have the option to receive 24 equal payments during a school year, with those selecting the 24 paycheck option to receive five payments in the last pay period in June of each year.

- N. Faculty shall have the opportunity to elect direct deposit of their paychecks as soon as the process is established with all necessary agencies.

O.

1. Description of Salary Classes on Schedule E for school nurses:
 - Class 1 Registered Nurse
 - Class 2 Registered Nurse and 15 credits for health-related courses approved by Superintendent or Superintendent's designee
 - Class 3 Baccalaureate degree
 - Class 4 Baccalaureate degree and 15 credits for health-related courses approved by Superintendent or Superintendent's designee*
 - Class 5 Master's degree
 - Class 6 Master's degree and 15 credits for health-related courses approved by Superintendent or Superintendent's designee

*Class 4 not available to unit members hired on or after December 15, 2015.

2. The Board of Education may, in exceptional cases, and upon recommendation of the Superintendent, grant additional credit for salary purposes.
3. Sections B, E, H, J, and M apply to school nurses.

- P. Any unit member who is on an unpaid leave of absence under any provision of Article 30, 31, 32 or 33, except leave provided under Article 30(A), where such leave of absence extends for more than five consecutive years, shall, upon their return from leave to paid employment be placed upon the lowest salary step within their salary class that will provide a salary increase compared to their annual salary at the time their leave commenced, even if such step shall be the same as or below the step they were on at the time their leave commenced. The following terms and conditions, as listed below, apply:

1. The parties agree that any unit member on leave who returns to work part-time and works 0.4 or more is not affected by the above provision.
2. The parties agree that any unit member on leave who returns to work hourly and works the minimum work level as outlined in Article 25(B), item 1 or 2 is not affected by the above provision.

Article 49: Selection of Department Heads

- A. Whenever a department head position becomes available, the building principal shall notify the assistant superintendent of secondary education, who shall advertise this opening throughout the school district indicating the qualifications necessary for the position.
- B. The President of the Association shall be notified by the assistant superintendent of secondary education of the position vacancy and shall select three teaching faculty members including one department head to serve on the committee. The department head shall be from a building other than the one in which the vacancy occurs. The Superintendent shall select three other persons to serve on this selection committee.

The Superintendent shall appoint one of their designees to serve as chair of the selection committee. The chair shall be responsible for holding a procedural meeting at least one school day prior to the interviewing of any candidates by the committee.

- C. Where the building principal does not sit on the selection committee, the selection committee shall submit its recommendation to the principal of the school in which the vacancy exists. If the recommendation is rejected, the selection committee shall meet again to make another recommendation, or it may appeal a principal's decision to the Superintendent.

Where the building principal is included in the selection committee, the selection committee shall make its recommendation directly to the Superintendent and the building principal shall not have veto power described above.

Article 50: SIR, Hourly ESL, HB and Externally Funded Professionals

- A. Articles which do not apply to SIR, hourly ESL, HB, and Externally Funded Professionals.

It has been agreed that the following portions of the current GNTA-Board agreement are not applicable to Special Individualized Reading (SIR) teachers, English as a Second Language (ESL) teachers, Homebound (HB) teachers, and Externally Funded Professionals (EFP):

Articles 6, 14, 30, 31, 33, 42, 49, 58

- B. Budgetary Allotments

1. The respective groups will be consulted for recommendations for instructional materials and supplies.
2. The availability of supplies and instructional materials for ESL and SIR programs will be made known to faculty members by the building principal and the program supervisor.
3. The faculty shall be entitled to obtain such available supplies from the teacher's school or from the central office.

- C. Compensation - Written Reports

Each teacher covered by this article shall receive one hour's compensation for each diagnostic evaluation report required. Each teacher covered by this article shall receive one hour's compensation for each end-of-year or end-of- contract narrative evaluation report required.

- D. Continuous Service

1. After three consecutive years of service as a teacher of SIR, ESL, HB, or externally funded, the faculty member may elect to miss one year of service without jeopardizing the right to be considered for reappointment. The program supervisor must be notified of this decision by April 15th of the previous school year. Such absence does not confer a preferred status over the teachers previously employed in the program.
2. In case of pregnancy or anticipated adoption of a child the teacher shall inform the program supervisor of the anticipated date of absence. The teacher may extend the period of absence until the second September 1st after the effective date of leave without jeopardizing their right to be considered for reappointment as in D(1) above.

E. Meetings

1. Whenever a teacher is required to attend a system-wide meeting of SIR, ESL, HB or externally funded professionals called by the supervisor, the teacher shall receive one hour's compensation for attendance. Such meeting shall be held upon completion of the regular workday.
2. Whenever the building principal and SIR, ESL, or Externally Funded Professional deems it advisable the teacher may attend building faculty meetings. The teacher shall receive 1/2 hour compensation for a maximum of six such building faculty meetings. If an individual faculty meeting so attended exceeds one half hour in length, the teacher shall receive one- hour compensation unless otherwise compensated for such time.
3. Homebound teachers shall receive compensation for conferences with school personnel at the rate of one hour per month per student.

F. Teachers in these programs shall be paid in accordance with Article 47.

G. Salary Schedule Conditions

1. Years of previous Great Neck service means one full year credit for each year in which service was rendered to children by the employee under the direction of the Great Neck Board of Education.
2. Experience Credit Upon Appointment

Credit given new teachers for teaching experience at the N-12 level outside Great Neck Public Schools shall be as follows: Full credit up to a maximum of two years for such outside experience, provided that no credit shall be given for a partial year.

Credit given new teachers for teaching experience on an hourly, part time annual basis, or college level within or outside Great Neck Public Schools shall be as follows: One full year's credit for each two years including at least 400 hours per year of service on a part time, hourly or college level, provided that no credit shall be given for a partial year.

One year's credit for 200 days up to a maximum of two years credit for 400 days of per diem teaching experience within Great Neck.

3. Description of Salary Classes on Schedule D for hourly faculty:

Class 1	Baccalaureate degree (BA)
Class 2	No Longer Available
Class 3	Master's degree (MA)
Class 4	Master's degree and 15 graduate credits taken since the granting of the Master's degree (MA+15)
Class 5	Master's degree and 30 graduate credits taken since the granting of the Master's degree (MA+30)
Class 6	Master's degree and 45 graduate credits taken since the granting of the Master's degree (MA+45)
Class 7	Doctorate earned through graduate study at a university recognized by the New York State Department of Education.

4. Salary schedule conditions shown in Article 48, Section F, G, H, I, J, K, shall apply to all teachers covered by this article. All hourly faculty are required to use time sheets to record the time they work each day, and they will be paid on a two-week lag payroll.

H. Hourly teachers who work for five hours in a day shall be entitled to one paid 15-minute break per day.

Hourly faculty shall be compensated at their hourly rate for work outside normal work day, subject to prior approval of the building administrator provided, however, in no event shall such compensation exceed the following per hour rates:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$68.99	\$70.37	\$71.78	\$73.22	\$74.68

Article 51: Social Security

The Board of Education shall continue to participate in the Social Security program during the life of this Agreement on behalf of its teaching faculty unless specifically prohibited by law from such participation.

Article 52: Status of Agreement

This Agreement shall supersede any Board policies and bylaws or administrative procedures and regulations, which are contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

Article 53: Summer Scholarships

For the duration of this agreement, the Board of Education shall set aside \$58,000 each year for summer scholarships. These scholarships shall be for the purpose of studies as determined by the Superintendent to be in the best interests of the District and will be awarded in the following manner:

- A. Summer scholarship funds will be available for courses or programs, which are subject matter oriented;
- B. An advisory committee of four members, two selected by the Superintendent and two selected by the President of GNTA, will develop guidelines for granting of these funds;
- C. Interested teachers will apply for scholarships to the Superintendent prior to April 25th of each year;
- D. Screening of applications will be done by an advisory committee composed of four persons, two selected by the Superintendent and two selected by the President of GNTA;
- E. Final selection of teachers who are to receive scholarships will be made by the Superintendent no later than May 15th for each successive year of this Agreement.

Article 54: Summer School

- A. Teachers employed in the summer school prior to July 1, 1978, shall continue to have the right to be employed in the summer school except as noted below:
 - 1. If summer school positions are not available due to budgeting and/or enrollment reduction, such interrupted service shall not adversely affect future employment rights.
 - 2. If the summer school principal writes an evaluation that recommends that re-employment in summer school not continue, in such cases the teacher has the right to reply to the evaluation and have their response attached to the evaluation. Further, it is agreed that the teacher may meet with the Superintendent or designee for a full discussion of the matter. The procedures established in Article 11 shall be followed except that when the teacher has met with the Superintendent's designee, the designee shall write a recommendation concerning this matter to the Superintendent. The teacher is entitled to meet with the Superintendent prior to a final determination of re-employment rights in summer school.
 - 3. If the teacher regularly employed by the Great Neck Schools was employed to teach an innovative course (which they submitted) and that course is no longer offered or that course was to be offered for a limited time only.
- B. Applications for summer school positions shall be made available in each school no later than March 15th of each year. Teachers interested in such positions shall apply by April 1st of that school year. All teachers shall be notified of the action taken with regard to their applications by May 15th, or at the earliest possible date thereafter.
- C. Selection of teachers shall be made by a committee of two members appointed by the Superintendent and two members appointed by the GNTA President. The recommendation shall be made to the Superintendent.
- D. When a vacancy occurs in the summer schools, priority shall be given to teachers who are regularly employed by the District during the school year. As positions become available, such teachers will be invited to apply for appointment to vacancies for a maximum of two years, subject to annual recommendations and exceptions listed in Section 1 above.
- E. Teachers who complete the maximum two-year term will be eligible to re-apply for summer school positions, and will be considered on an equal basis with other Great Neck faculty applicants.

- F. An exception to the above paragraphs D and E may be made when a teacher regularly employed by the Great Neck Schools submits an innovative course outline that is accepted for use in the summer school program. In such instance, the teacher preparing the course shall be given first opportunity to teach the course.
- G. No summer school teacher shall be expected to teach a class containing more than two separate levels of preparation.
- H. The per day compensation for summer school teachers in the middle school program and the high school program shall be as follows:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Middle School	\$227	\$232	\$237	\$242	\$247
High School	\$240	\$245	\$250	\$255	\$260

- I. Teachers employed in the summer school program shall be entitled to two days of sick leave.

Article 55: Summer Workshops

Persons accepted to summer workshops by the Great Neck School system shall be compensated at the following rate for each three hours of workshop time authorized:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$166	\$169	\$172	\$175	\$179

Article 56: Superintendent’s Conference Days

The Superintendent and the GNTA Executive Board shall meet and confer regarding the planning of the Superintendent’s Conference Days.

Article 57: Supervision of Student Teachers or Interns

The Board and the Association recognize the need for participation of the teaching faculty in the professional growth of student teachers or interns. It is agreed, therefore, that the teaching faculty, through the appropriate building committee, accepts responsibility for engaging in teacher-education programs and that when requested by the principal, teachers will cooperate in providing such supervision whenever possible.

Article 58: Termination of Employment – Annual Compensated Teaching Faculty

- A. Any teacher whose position is eliminated will be notified of such elimination, insofar as possible, by April 1st of the school year. The teacher, if not rehired in another professional capacity in the District, will be notified by May 1st of anticipated termination of employment at the end of the school year. Such position elimination shall not occur as a result of sub-contracting.

As school nurse teachers resign or retire, the District may employ registered school nurses in those positions.

B. Seniority

1. Seniority shall be defined as the years of service within the school district commencing from the date of placement within the current tenure area.
2. In the event that two or more teachers have the same number of years of service in the same tenure area in the District, that teacher who has the greater total service in the District shall be deemed to have the greater seniority within the tenure area.

C. Subject to the rights of any excised teacher on a preferred eligible list, the following recall provisions shall apply:

1. Any member of the teaching faculty whose position is eliminated shall be given, in order of seniority, a permanent or temporary vacancy in the same teaching level for which they are certified or certifiable by the time they assume such a vacancy. Where another level is involved, e.g., a secondary teacher becoming certified or certifiable on the elementary level, the Superintendent shall give consideration to the laid-off teacher, but may appoint a candidate who is more qualified in their judgment.
2. Any member of the teaching faculty whose position is eliminated and who is not rehired according to Section C(1) above shall be given in order of seniority any permanent or temporary vacancy in their fields of certification as of September 1st after the June of excising within six years of termination.
3. Any member of the teaching faculty whose position is eliminated and who is not rehired in accordance with Sections C(1) or C(2) above may become certified in an additional teaching field. A probationary or tenured teacher who does become so certified or certifiable shall be given consideration for any such permanent or temporary vacancy provided the teacher notifies the Superintendent by June 1st of their intention to apply for vacancies for which they are certified or certifiable.
4. During the period of excess the teacher will be given substitute teaching assignments in their area(s) of certification for a period of six years.

Article 59: Termination of Employment – SIR, Hourly ESL, HB and Externally Funded Hourly Professionals

- A. During the school year, termination may be for reason of lack of students in the program, or for failure of the teacher to meet acceptable conditions of professional service.
- B. Eligibility for Reappointment
 - 1. Each teacher of SIR, hourly ESL, HB or externally funded hourly professionals shall be eligible for reappointment in successive years subject to the necessity for such professional service and subject to their meeting acceptable conditions for professional service.
 - 2. A finding by the Superintendent of failure to meet acceptable conditions of professional service may lead to an action as follows: disciplinary citation, suspension, or termination of employment. Any faculty member receiving such an adverse finding shall receive a written notice thereof.
 - 3. Within ten school days of receipt of such notice the teacher may request a conference with the Superintendent. Such a conference shall be held within ten school days following receipt of the request, and is to be made a matter of record. The teacher has the right to invite another individual to the conference and the administrator shall make appropriate arrangements for the attendance of the additional person if a faculty member.
 - 4. Following such a conference, the teacher may appeal to the Board of Education. Any appearance before the Board of Education would be in executive session and the teacher may have another person present.
 - 5. The existence of the procedure herein described shall not be deemed to require any teacher to pursue the remedies here provided and shall not in any manner impair or limit the right of any member of this teaching faculty to pursue any other remedies available in the law.
- C. Additional Hours

If additional hours become available, excised hourly teachers shall be recalled to service in order of seniority in their category of service, up to the number of hours previously worked, before new teachers are hired or hours added to existing teaching assignments.

Article 60: Terminology

When reference is made exclusively to teachers and other professional personnel, including school nurses, eligible for membership in the Great Neck Teachers Association the words "teaching faculty" or "teacher" shall be used. When reference is made to all professional personnel, including unit members, supervisors and administrators, the word "faculty" shall be used. When reference is made to all professional personnel in a given school, the words "building faculty" shall be used.

Article 61: Work Year for Teachers

Prior to the adoption of a school calendar, the Teachers Association will have an opportunity to recommend a proposed calendar.

The work year for teachers shall include no more than 183 teaching days, and one orientation day prior to the opening of school.

Teachers newly employed in the District or school building may have two additional orientation days.

Article 62: Requirement of the Taylor Law, Section 204-a

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

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives on this 28th day of February, 2024.

**GREAT NECK UNION FREE
SCHOOL DISTRICT**

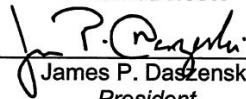


Rebecca Sassouni
President, Board of Education



Kenneth R. Bossert, Ed.D.
Superintendent of Schools

**GREAT NECK TEACHERS
ASSOCIATION**



James P. Daszenski
President

Appendix A1: GNTA Payroll Deduction Authorization

GREAT NECK TEACHERS ASSOCIATION GNTA Payroll Deduction Authorization

Social Security No.

Building

Date

First Name

Middle Name

Last Name

Home Address

To: Board of Education of Great Neck Union Free School
District (Great Neck Public Schools)

Pursuant to Chapter 392, Laws of 1967, I hereby designate the Great Neck Teachers Association, Inc. as my representative for the purpose of collective negotiations and hereby request and authorize you, according to agreements agreed upon with such Association, to deduct from my salary and transmit to the Association indicated below the dues as certified by the Association. In the case of termination of employment, the Board of Education shall deduct the remainder of the annual said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all of its officers from any liability therefore. This authority shall be continuous while employed in this school system or until withdrawn by written notice.

Deduct dues for unified membership in the Great Neck Teachers Association, Inc. (Life member of the State organization and/or AFT will have their dues adjusted accordingly. Please check below if you are a life member).

_____ AFT Life Member

_____ New York State United Teachers

Signature: _____

Appendix A2: GNTA Vote/COPE Payroll Deduction Authorization

GNTA - VOTE/COPE PAYROLL DEDUCTION AUTHORIZATION

Name _____ Social Security # _____

I hereby authorize the _____ School District to deduct from each of my regular paychecks the sum of \$ _____ and to forward that amount to VOTE/COPE, P.O. Box 5190, Albany, New York, 12205.

This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payments to the VOTE/COPE are not conditions of membership in any labor organization or of employment with the school district and that the VOTE/COPE will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1st and September 15th of any given year.

Signature _____ Telephone No. _____

Street _____ City _____ Zip _____

Date _____

COPY TO SCHOOL DISTRICT

Contributions to VOTE/COPE are not deductible as charitable contributions for federal income tax purposes.

Appendix B: Paraprofessional Allocation

School	Hours of Non-Instructional
North High School	4,940
South High School	4,990
North Middle School	4,490
South Middle School	4,690
Village	70
Elementary School – total:	8,310

The volume of paraprofessional services available to each elementary school shall be determined on a basis of a per pupil ratio.

*Hours of service will be adjusted according to cost of type of aide service (instructional, non-instructional, clerical) chosen.

Appendix C1: 2023-2024 Teachers' Salary Schedule

	Class 1	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
Steps	BA	BA+45/ MA	BA+60/ MA+15	BA+75/ MA+30	BA+90/ MA+45	MA+60	Doctorate
1	\$63,113	\$72,183	\$75,204	\$78,229	\$81,255	\$84,285	\$89,120
2	\$66,130	\$75,204	\$78,229	\$81,255	\$84,285	\$87,305	\$92,145
3	\$69,161	\$78,229	\$81,255	\$84,285	\$87,305	\$90,335	\$95,171
4	\$72,183	\$81,255	\$84,285	\$87,305	\$90,335	\$93,349	\$98,204
5	\$75,204	\$84,285	\$87,305	\$90,335	\$93,349	\$96,380	\$101,217
6	\$78,229	\$87,916	\$90,932	\$93,953	\$96,986	\$100,009	\$104,849
7	\$81,866	\$91,535	\$94,560	\$97,591	\$100,614	\$103,646	\$108,480
8	\$85,491	\$95,171	\$98,204	\$101,217	\$104,249	\$107,268	\$112,110
9	\$89,121	\$98,800	\$101,828	\$104,849	\$107,878	\$110,897	\$115,735
10	\$92,742	\$102,439	\$105,457	\$108,480	\$111,504	\$114,531	\$119,359
11	\$95,778	\$106,662	\$109,689	\$112,713	\$115,736	\$118,760	\$123,606
12	\$101,602	\$110,897	\$113,921	\$116,947	\$119,971	\$123,000	\$127,846
13		\$115,136	\$118,157	\$121,185	\$124,222	\$127,235	\$132,080
14		\$119,359	\$122,393	\$125,416	\$128,450	\$131,466	\$136,315
15		\$124,171	\$127,199	\$130,218	\$133,247	\$136,273	\$141,100
16		\$128,417	\$131,506	\$134,585	\$137,676	\$140,762	\$145,687
17		\$128,417	\$131,506	\$134,585	\$137,676	\$140,762	\$145,687
18		\$128,417	\$131,506	\$134,585	\$137,676	\$140,762	\$145,687
19		\$128,417	\$131,506	\$134,585	\$137,676	\$140,762	\$145,687
20		\$133,772	\$136,861	\$139,940	\$143,031	\$146,117	\$151,042
21		\$133,772	\$136,861	\$139,940	\$143,031	\$146,117	\$151,042
22		\$133,772	\$136,861	\$139,940	\$143,031	\$146,117	\$151,042
23		\$133,772	\$136,861	\$139,940	\$143,031	\$146,117	\$151,042
24		\$133,772	\$136,861	\$139,940	\$143,031	\$146,117	\$151,042
25		\$137,852	\$140,941	\$144,020	\$147,111	\$150,197	\$155,122
26		\$138,617	\$141,706	\$144,785	\$147,876	\$150,962	\$155,887
27		\$139,382	\$142,471	\$145,550	\$148,641	\$151,727	\$156,652
28		\$140,147	\$143,236	\$146,315	\$149,406	\$152,492	\$157,417
29		\$140,912	\$144,001	\$147,080	\$150,171	\$153,257	\$158,182
30		\$143,026	\$146,161	\$149,286	\$152,423	\$155,556	\$160,554

Appendix C2: 2024-2025 Teachers' Salary Schedule

	Class 1	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
Steps	BA	BA+45/ MA	BA+60/ MA+15	BA+75/ MA+30	BA+90/ MA+45	MA+60	Doctorate
1	\$64,375	\$73,627	\$76,708	\$79,793	\$82,880	\$85,970	\$90,903
2	\$67,452	\$76,708	\$79,793	\$82,880	\$85,970	\$89,051	\$93,988
3	\$70,544	\$79,793	\$82,880	\$85,970	\$89,051	\$92,142	\$97,075
4	\$73,627	\$82,880	\$85,970	\$89,051	\$92,142	\$95,216	\$100,168
5	\$76,708	\$85,970	\$89,051	\$92,142	\$95,216	\$98,307	\$103,241
6	\$79,793	\$89,674	\$92,751	\$95,832	\$98,925	\$102,009	\$106,946
7	\$83,504	\$93,365	\$96,451	\$99,542	\$102,626	\$105,719	\$110,650
8	\$87,201	\$97,075	\$100,168	\$103,241	\$106,334	\$109,414	\$114,352
9	\$90,904	\$100,776	\$103,864	\$106,946	\$110,036	\$113,115	\$118,050
10	\$94,597	\$104,487	\$107,566	\$110,650	\$113,734	\$116,821	\$121,747
11	\$97,694	\$108,796	\$111,883	\$114,967	\$118,051	\$121,135	\$126,078
12	\$103,634	\$113,115	\$116,199	\$119,286	\$122,371	\$125,460	\$130,403
13		\$117,438	\$120,520	\$123,609	\$126,706	\$129,779	\$134,721
14		\$121,747	\$124,841	\$127,924	\$131,019	\$134,095	\$139,041
15		\$126,654	\$129,743	\$132,823	\$135,912	\$138,998	\$143,922
16		\$130,985	\$134,136	\$137,277	\$140,429	\$143,577	\$148,600
17		\$130,985	\$134,136	\$137,277	\$140,429	\$143,577	\$148,600
18		\$130,985	\$134,136	\$137,277	\$140,429	\$143,577	\$148,600
19		\$130,985	\$134,136	\$137,277	\$140,429	\$143,577	\$148,600
20		\$136,447	\$139,598	\$142,739	\$145,891	\$149,039	\$154,062
21		\$136,447	\$139,598	\$142,739	\$145,891	\$149,039	\$154,062
22		\$136,447	\$139,598	\$142,739	\$145,891	\$149,039	\$154,062
23		\$136,447	\$139,598	\$142,739	\$145,891	\$149,039	\$154,062
24		\$136,447	\$139,598	\$142,739	\$145,891	\$149,039	\$154,062
25		\$140,609	\$143,759	\$146,900	\$150,053	\$153,201	\$158,224
26		\$141,389	\$144,540	\$147,681	\$150,833	\$153,981	\$159,004
27		\$142,170	\$145,320	\$148,461	\$151,613	\$154,762	\$159,785
28		\$142,950	\$146,100	\$149,241	\$152,394	\$155,542	\$160,565
29		\$143,730	\$146,881	\$150,022	\$153,174	\$156,322	\$161,345
30		\$145,886	\$149,084	\$152,272	\$155,472	\$158,667	\$163,765

Appendix C3: 2025-2026 Teachers' Salary Schedule

	Class 1	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
Steps	BA	BA+45/ MA	BA+60/ MA+15	BA+75/ MA+30	BA+90/ MA+45	MA+60	Doctorate
1	\$65,662	\$75,100	\$78,242	\$81,389	\$84,538	\$87,690	\$92,721
2	\$68,801	\$78,242	\$81,389	\$84,538	\$87,690	\$90,832	\$95,867
3	\$71,955	\$81,389	\$84,538	\$87,690	\$90,832	\$93,985	\$99,016
4	\$75,100	\$84,538	\$87,690	\$90,832	\$93,985	\$97,121	\$102,171
5	\$78,242	\$87,690	\$90,832	\$93,985	\$97,121	\$100,274	\$105,306
6	\$81,389	\$91,468	\$94,606	\$97,749	\$100,904	\$104,049	\$109,085
7	\$85,174	\$95,233	\$98,380	\$101,533	\$104,679	\$107,834	\$112,863
8	\$88,945	\$99,016	\$102,171	\$105,306	\$108,461	\$111,602	\$116,639
9	\$92,722	\$102,792	\$105,941	\$109,085	\$112,237	\$115,378	\$120,411
10	\$96,489	\$106,577	\$109,717	\$112,863	\$116,009	\$119,158	\$124,181
11	\$99,647	\$110,972	\$114,120	\$117,267	\$120,412	\$123,558	\$128,599
12	\$105,707	\$115,378	\$118,523	\$121,672	\$124,818	\$127,969	\$133,011
13		\$119,787	\$122,930	\$126,081	\$129,240	\$132,375	\$137,416
14		\$124,181	\$127,338	\$130,483	\$133,639	\$136,777	\$141,822
15		\$129,187	\$132,338	\$135,479	\$138,630	\$141,778	\$146,800
16		\$133,605	\$136,818	\$140,022	\$143,238	\$146,449	\$151,572
17		\$133,605	\$136,818	\$140,022	\$143,238	\$146,449	\$151,572
18		\$133,605	\$136,818	\$140,022	\$143,238	\$146,449	\$151,572
19		\$133,605	\$136,818	\$140,022	\$143,238	\$146,449	\$151,572
20		\$139,176	\$142,390	\$145,593	\$148,809	\$152,020	\$157,144
21		\$139,176	\$142,390	\$145,593	\$148,809	\$152,020	\$157,144
22		\$139,176	\$142,390	\$145,593	\$148,809	\$152,020	\$157,144
23		\$139,176	\$142,390	\$145,593	\$148,809	\$152,020	\$157,144
24		\$139,176	\$142,390	\$145,593	\$148,809	\$152,020	\$157,144
25		\$143,421	\$146,635	\$149,838	\$153,054	\$156,265	\$161,389
26		\$144,217	\$147,430	\$150,634	\$153,850	\$157,061	\$162,184
27		\$145,013	\$148,226	\$151,430	\$154,646	\$157,857	\$162,980
28		\$145,809	\$149,022	\$152,226	\$155,442	\$158,653	\$163,776
29		\$146,605	\$149,818	\$153,022	\$156,237	\$159,449	\$164,572
30		\$148,804	\$152,065	\$155,317	\$158,581	\$161,840	\$167,041

Appendix C4: 2026-2027 Teachers' Salary Schedule

	Class 1	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
Steps	BA	BA+45/ MA	BA+60/ MA+15	BA+75/ MA+30	BA+90/ MA+45	MA+60	Doctorate
1	\$66,975	\$76,602	\$79,807	\$83,017	\$86,229	\$89,444	\$94,575
2	\$70,177	\$79,807	\$83,017	\$86,229	\$89,444	\$92,649	\$97,785
3	\$73,394	\$83,017	\$86,229	\$89,444	\$92,649	\$95,865	\$100,996
4	\$76,602	\$86,229	\$89,444	\$92,649	\$95,865	\$99,063	\$104,214
5	\$79,807	\$89,444	\$92,649	\$95,865	\$99,063	\$102,279	\$107,412
6	\$83,017	\$93,297	\$96,498	\$99,704	\$102,922	\$106,130	\$111,266
7	\$86,877	\$97,137	\$100,348	\$103,564	\$106,772	\$109,990	\$115,120
8	\$90,724	\$100,996	\$104,214	\$107,412	\$110,630	\$113,834	\$118,972
9	\$94,576	\$104,848	\$108,060	\$111,266	\$114,481	\$117,685	\$122,819
10	\$98,419	\$108,709	\$111,912	\$115,120	\$118,329	\$121,541	\$126,665
11	\$101,640	\$113,191	\$116,403	\$119,612	\$122,820	\$126,029	\$131,171
12	\$107,821	\$117,685	\$120,894	\$124,105	\$127,315	\$130,528	\$135,671
13		\$122,183	\$125,389	\$128,603	\$131,825	\$135,023	\$140,164
14		\$126,665	\$129,884	\$133,093	\$136,312	\$139,513	\$144,658
15		\$131,771	\$134,985	\$138,189	\$141,402	\$144,614	\$149,736
16		\$136,277	\$139,555	\$142,823	\$146,102	\$149,378	\$154,604
17		\$136,277	\$139,555	\$142,823	\$146,102	\$149,378	\$154,604
18		\$136,277	\$139,555	\$142,823	\$146,102	\$149,378	\$154,604
19		\$136,277	\$139,555	\$142,823	\$146,102	\$149,378	\$154,604
20		\$141,960	\$145,237	\$148,505	\$151,785	\$155,061	\$160,287
21		\$141,960	\$145,237	\$148,505	\$151,785	\$155,061	\$160,287
22		\$141,960	\$145,237	\$148,505	\$151,785	\$155,061	\$160,287
23		\$141,960	\$145,237	\$148,505	\$151,785	\$155,061	\$160,287
24		\$141,960	\$145,237	\$148,505	\$151,785	\$155,061	\$160,287
25		\$146,290	\$149,567	\$152,835	\$156,115	\$159,390	\$164,616
26		\$147,101	\$150,379	\$153,647	\$156,927	\$160,202	\$165,428
27		\$147,913	\$151,191	\$154,459	\$157,739	\$161,014	\$166,240
28		\$148,725	\$152,003	\$155,271	\$158,550	\$161,826	\$167,052
29		\$149,537	\$152,815	\$156,082	\$159,362	\$162,638	\$167,864
30		\$151,780	\$155,107	\$158,424	\$161,753	\$165,077	\$170,382

Appendix C5: 2027-2028 Teachers' Salary Schedule

	Class 1	Class 4	Class 5	Class 6	Class 7	Class 8	Class 8A	Class 9
Steps	BA	BA+45/ MA	BA+60/ MA+15	BA+75/ MA+30	BA+90/ MA+45	MA+60	MA+75*	Doctorate
1	\$68,315	\$78,134	\$81,403	\$84,677	\$87,953	\$91,232	\$93,850	\$96,467
2	\$71,581	\$81,403	\$84,677	\$87,953	\$91,232	\$94,502	\$97,121	\$99,740
3	\$74,862	\$84,677	\$87,953	\$91,232	\$94,502	\$97,782	\$100,399	\$103,016
4	\$78,134	\$87,953	\$91,232	\$94,502	\$97,782	\$101,044	\$103,672	\$106,299
5	\$81,403	\$91,232	\$94,502	\$97,782	\$101,044	\$104,325	\$106,942	\$109,560
6	\$84,677	\$95,163	\$98,428	\$101,698	\$104,980	\$108,253	\$110,872	\$113,492
7	\$88,615	\$99,080	\$102,355	\$105,635	\$108,908	\$112,190	\$114,806	\$117,422
8	\$92,539	\$103,016	\$106,299	\$109,560	\$112,843	\$116,111	\$118,731	\$121,352
9	\$96,468	\$106,945	\$110,221	\$113,492	\$116,771	\$120,039	\$122,657	\$125,276
10	\$100,387	\$110,883	\$114,150	\$117,422	\$120,696	\$123,972	\$126,585	\$129,198
11	\$103,673	\$115,455	\$118,731	\$122,004	\$125,277	\$128,549	\$131,172	\$133,795
12	\$109,977	\$120,039	\$123,311	\$126,587	\$129,861	\$133,139	\$135,762	\$138,384
13		\$124,626	\$127,897	\$131,175	\$134,462	\$137,723	\$140,345	\$142,967
14		\$129,198	\$132,482	\$135,754	\$139,038	\$142,303	\$144,927	\$147,552
15		\$134,406	\$137,684	\$140,952	\$144,230	\$147,506	\$150,119	\$152,731
16		\$139,003	\$142,346	\$145,679	\$149,024	\$152,365	\$155,031	\$157,696
17		\$139,003	\$142,346	\$145,679	\$149,024	\$152,365	\$155,031	\$157,696
18		\$139,003	\$142,346	\$145,679	\$149,024	\$152,365	\$155,031	\$157,696
19		\$139,003	\$142,346	\$145,679	\$149,024	\$152,365	\$155,031	\$157,696
20		\$144,799	\$148,142	\$151,475	\$154,821	\$158,162	\$160,827	\$163,492
21		\$144,799	\$148,142	\$151,475	\$154,821	\$158,162	\$160,827	\$163,492
22		\$144,799	\$148,142	\$151,475	\$154,821	\$158,162	\$160,827	\$163,492
23		\$144,799	\$148,142	\$151,475	\$154,821	\$158,162	\$160,827	\$163,492
24		\$144,799	\$148,142	\$151,475	\$154,821	\$158,162	\$160,827	\$163,492
25		\$149,215	\$152,559	\$155,892	\$159,237	\$162,578	\$165,243	\$167,909
26		\$150,043	\$153,387	\$156,720	\$160,065	\$163,406	\$166,071	\$168,737
27		\$150,872	\$154,215	\$157,548	\$160,893	\$164,234	\$166,899	\$169,565
28		\$151,700	\$155,043	\$158,376	\$161,721	\$165,062	\$167,728	\$170,393
29		\$152,528	\$155,871	\$159,204	\$162,549	\$165,890	\$168,556	\$171,221
30		\$154,816	\$158,209	\$161,592	\$164,988	\$168,379	\$171,084	\$173,789

* MA+75 column goes into effect on June 30, 2028. For movement onto the MA+75 column, only those credits earned after July 1, 2027 will be considered.

Appendix D1: 2023-2024 Hourly Salary Schedule

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	MA	MA + 15	MA + 30	MA + 45	Doctorate
1-3	\$63.04	\$64.52	\$65.01	\$65.73	\$69.00	\$69.85
4-6	\$64.09	\$65.01	\$66.22	\$66.77	\$69.98	\$71.07
7-9	\$64.52	\$66.22	\$66.96	\$67.86	\$71.31	\$72.15
10-12	\$65.34	\$66.96	\$67.86	\$68.58	\$72.15	\$73.07
13-16	\$68.09	\$70.22	\$71.47	\$72.61	\$76.28	\$77.42
16-18	\$68.91	\$71.07	\$72.33	\$73.44	\$77.10	\$78.30
19+	\$72.80	\$75.07	\$76.38	\$77.59	\$81.44	\$82.68

Hourly members, who held such positions prior to 12/15/15 and were on step 19 in the 2018-19 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-19) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. [See note below]

Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. [See note below]

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is **not entitled** to the \$654 off schedule payment at step19 as referenced above.

Appendix D2: 2024-2025 Hourly Salary Schedule

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	MA	MA + 15	MA + 30	MA + 45	Doctorate
1-3	\$64.30	\$65.81	\$66.31	\$67.04	\$70.38	\$71.25
4-6	\$65.37	\$66.31	\$67.54	\$68.11	\$71.38	\$72.49
7-9	\$65.81	\$67.54	\$68.30	\$69.22	\$72.74	\$73.59
10-12	\$66.65	\$68.30	\$69.22	\$69.95	\$73.59	\$74.53
13-16	\$69.45	\$71.62	\$72.90	\$74.06	\$77.81	\$78.97
16-18	\$70.29	\$72.49	\$73.78	\$74.91	\$78.64	\$79.87
19+	\$74.26	\$76.57	\$77.91	\$79.14	\$83.07	\$84.33

Hourly members, who held such positions prior to 12/15/15 and were on step 19 in the 2018-19 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-19) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is ***not entitled*** to the \$654 off schedule payment at step19 as referenced above.

Appendix D3: 2025-2026 Hourly Salary Schedule

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	MA	MA + 15	MA + 30	MA + 45	Doctorate
1-3	\$65.59	\$67.13	\$67.64	\$68.38	\$71.79	\$72.68
4-6	\$66.68	\$67.64	\$68.89	\$69.47	\$72.81	\$73.94
7-9	\$67.13	\$68.89	\$69.67	\$70.60	\$74.19	\$75.06
10-12	\$67.98	\$69.67	\$70.60	\$71.35	\$75.06	\$76.02
13-16	\$70.84	\$73.05	\$74.36	\$75.54	\$79.37	\$80.55
16-18	\$71.70	\$73.94	\$75.26	\$76.41	\$80.21	\$81.47
19+	\$75.75	\$78.10	\$79.47	\$80.72	\$84.73	\$86.02

Hourly members, who held such positions prior to 12/15/15 and were on step 19 in the 2018-19 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-19) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is ***not entitled*** to the \$654 off schedule payment at step19 as referenced above.

Appendix D4: 2026-2027 Hourly Salary Schedule

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	MA	MA + 15	MA + 30	MA + 45	Doctorate
1-3	\$66.90	\$68.47	\$68.99	\$69.75	\$73.23	\$74.13
4-6	\$68.01	\$68.99	\$70.27	\$70.86	\$74.27	\$75.42
7-9	\$68.47	\$70.27	\$71.06	\$72.01	\$75.67	\$76.56
10-12	\$69.34	\$71.06	\$72.01	\$72.78	\$76.56	\$77.54
13-16	\$72.26	\$74.51	\$75.85	\$77.05	\$80.96	\$82.16
16-18	\$73.13	\$75.42	\$76.77	\$77.94	\$81.81	\$83.10
19+	\$77.27	\$79.66	\$81.06	\$82.33	\$86.42	\$87.74

Hourly members, who held such positions prior to 12/15/15 and were on step 19 in the 2018-19 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-19) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is **not entitled** to the \$654 off schedule payment at step19 as referenced above.

Appendix D5: 2027-2028 Hourly Salary Schedule

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Step	BA	MA	MA + 15	MA + 30	MA + 45	Doctorate
1-3	\$68.24	\$69.84	\$70.37	\$71.15	\$74.69	\$75.61
4-6	\$69.37	\$70.37	\$71.68	\$72.28	\$75.76	\$76.93
7-9	\$69.84	\$71.68	\$72.48	\$73.45	\$77.18	\$78.09
10-12	\$70.73	\$72.48	\$73.45	\$74.24	\$78.09	\$79.09
13-16	\$73.71	\$76.00	\$77.37	\$78.59	\$82.58	\$83.80
16-18	\$74.59	\$76.93	\$78.31	\$79.50	\$83.45	\$84.76
19+	\$78.82	\$81.25	\$82.68	\$83.98	\$88.15	\$89.49

Hourly members, who held such positions prior to 12/15/15 and were on step 19 in the 2018-19 school year, shall continue to receive the same dollar amount, off-schedule payment (as received in 2018-19) in 2019-20 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

Effective with the 2019-20 school year, hourly members shall receive an off-schedule payment (not added to base) of \$654 beginning in the year that they reach step 19 and continuing annually thereafter. This payment is not subject to any further increases. [*See note below*]

NOTE: It is understood that any hourly member receiving the 1% off-schedule payment (based on the 2015-19 Agreement) is ***not entitled*** to the \$654 off schedule payment at step19 as referenced above.

Appendix E1: 2023-2024 School Nurse Schedule

Step	RN	RN + 15	BA	MA	MA + 15
1	\$56,094	\$56,927	\$57,768	\$59,435	\$60,269
2	\$57,586	\$58,421	\$59,260	\$59,093	\$61,763
3	\$59,370	\$60,207	\$61,041	\$62,713	\$63,549
4	\$61,155	\$61,994	\$62,826	\$64,502	\$65,335
5	\$62,950	\$63,786	\$64,616	\$66,291	\$67,123
6	\$64,732	\$65,571	\$66,403	\$68,074	\$68,936
7	\$66,521	\$67,361	\$68,195	\$69,868	\$70,705
8	\$68,124	\$68,959	\$69,794	\$71,454	\$72,302
9	\$71,497	\$72,330	\$73,169	\$74,838	\$75,675
10	\$73,503	\$74,327	\$75,160	\$76,817	\$77,642
11	\$76,961	\$77,819	\$78,684	\$80,411	\$81,269
12	\$77,471	\$78,329	\$79,194	\$80,921	\$81,779
13	\$77,981	\$78,839	\$79,704	\$81,431	\$82,289
14	\$78,491	\$79,349	\$80,214	\$81,941	\$82,799
15	\$79,001	\$79,859	\$80,724	\$82,451	\$83,309
16	\$79,001	\$79,859	\$80,724	\$82,451	\$83,309
20	\$80,115	\$80,985	\$81,862	\$83,613	\$84,483
25	\$81,253	\$82,135	\$83,024	\$84,801	\$85,683
26	\$82,018	\$82,900	\$83,789	\$85,566	\$86,448
27	\$82,783	\$83,665	\$84,554	\$86,331	\$87,213
28	\$83,548	\$84,430	\$85,319	\$87,096	\$87,978
29	\$84,313	\$85,195	\$86,084	\$87,861	\$88,743
30	\$85,577	\$86,473	\$87,376	\$89,178	\$90,074

Appendix E2: 2024-2025 School Nurse Schedule

Step	RN	RN + 15	BA	MA	MA + 15
1	\$57,216	\$58,066	\$58,923	\$60,624	\$61,474
2	\$58,738	\$59,589	\$60,445	\$60,275	\$62,998
3	\$60,558	\$61,411	\$62,262	\$63,967	\$64,820
4	\$62,378	\$63,233	\$64,082	\$65,792	\$66,642
5	\$64,209	\$65,061	\$65,908	\$67,617	\$68,466
6	\$66,027	\$66,882	\$67,731	\$69,435	\$70,314
7	\$67,852	\$68,708	\$69,559	\$71,265	\$72,119
8	\$69,486	\$70,338	\$71,189	\$72,883	\$73,748
9	\$72,927	\$73,777	\$74,632	\$76,335	\$77,188
10	\$74,973	\$75,814	\$76,663	\$78,354	\$79,195
11	\$78,500	\$79,375	\$80,257	\$82,019	\$82,894
12	\$79,020	\$79,895	\$80,778	\$82,539	\$83,414
13	\$79,541	\$80,416	\$81,298	\$83,059	\$83,934
14	\$80,061	\$80,936	\$81,818	\$83,579	\$84,454
15	\$80,581	\$81,456	\$82,338	\$84,100	\$84,975
16	\$80,581	\$81,456	\$82,338	\$84,100	\$84,975
20	\$81,717	\$82,605	\$83,499	\$85,285	\$86,173
25	\$82,878	\$83,778	\$84,685	\$86,497	\$87,396
26	\$83,658	\$84,558	\$85,465	\$87,277	\$88,177
27	\$84,438	\$85,338	\$86,246	\$88,057	\$88,957
28	\$85,219	\$86,118	\$87,026	\$88,837	\$89,737
29	\$85,999	\$86,899	\$87,806	\$89,618	\$90,518
30	\$87,289	\$88,202	\$89,123	\$90,962	\$91,875

Appendix E3: 2025-2026 School Nurse Schedule

Step	RN	RN + 15	BA	MA	MA + 15
1	\$58,360	\$59,227	\$60,101	\$61,836	\$62,703
2	\$59,913	\$60,781	\$61,654	\$61,481	\$64,258
3	\$61,769	\$62,639	\$63,507	\$65,246	\$66,116
4	\$63,626	\$64,498	\$65,364	\$67,108	\$67,975
5	\$65,493	\$66,362	\$67,226	\$68,969	\$69,835
6	\$67,348	\$68,220	\$69,086	\$70,824	\$71,720
7	\$69,209	\$70,082	\$70,950	\$72,690	\$73,561
8	\$70,876	\$71,745	\$72,613	\$74,341	\$75,223
9	\$74,386	\$75,253	\$76,125	\$77,862	\$78,732
10	\$76,472	\$77,330	\$78,196	\$79,921	\$80,779
11	\$80,070	\$80,963	\$81,862	\$83,659	\$84,552
12	\$80,600	\$81,493	\$82,394	\$84,190	\$85,082
13	\$81,132	\$82,024	\$82,924	\$84,720	\$85,613
14	\$81,662	\$82,555	\$83,454	\$85,251	\$86,143
15	\$82,193	\$83,085	\$83,985	\$85,782	\$86,675
16	\$82,193	\$83,085	\$83,985	\$85,782	\$86,675
20	\$83,351	\$84,257	\$85,169	\$86,991	\$87,896
25	\$84,536	\$85,454	\$86,379	\$88,227	\$89,144
26	\$85,331	\$86,249	\$87,174	\$89,023	\$89,941
27	\$86,127	\$87,045	\$87,971	\$89,818	\$90,736
28	\$86,923	\$87,840	\$88,767	\$90,614	\$91,532
29	\$87,719	\$88,637	\$89,562	\$91,410	\$92,328
30	\$89,035	\$89,966	\$90,905	\$92,781	\$93,713

Appendix E4: 2026-2027 School Nurse Schedule

Step	RN	RN + 15	BA	MA	MA + 15
1	\$59,527	\$60,412	\$61,303	\$63,073	\$63,957
2	\$61,111	\$61,997	\$62,887	\$62,711	\$65,543
3	\$63,004	\$63,892	\$64,777	\$66,551	\$67,438
4	\$64,899	\$65,788	\$66,671	\$68,450	\$69,335
5	\$66,803	\$67,689	\$68,571	\$70,348	\$71,232
6	\$68,695	\$69,584	\$70,468	\$72,240	\$73,154
7	\$70,593	\$71,484	\$72,369	\$74,144	\$75,032
8	\$72,294	\$73,180	\$74,065	\$75,828	\$76,727
9	\$75,874	\$76,758	\$77,648	\$79,419	\$80,307
10	\$78,001	\$78,877	\$79,760	\$81,519	\$82,395
11	\$81,671	\$82,582	\$83,499	\$85,332	\$86,243
12	\$82,212	\$83,123	\$84,042	\$85,874	\$86,784
13	\$82,755	\$83,664	\$84,582	\$86,414	\$87,325
14	\$83,295	\$84,206	\$85,123	\$86,956	\$87,866
15	\$83,837	\$84,747	\$85,665	\$87,498	\$88,409
16	\$83,837	\$84,747	\$85,665	\$87,498	\$88,409
20	\$85,018	\$85,942	\$86,872	\$88,731	\$89,654
25	\$86,227	\$87,163	\$88,107	\$89,992	\$90,927
26	\$87,038	\$87,974	\$88,917	\$90,803	\$91,740
27	\$87,850	\$88,786	\$89,730	\$91,614	\$92,551
28	\$88,661	\$89,597	\$90,542	\$92,426	\$93,363
29	\$89,473	\$90,410	\$91,353	\$93,238	\$94,175
30	\$90,816	\$91,765	\$92,723	\$94,637	\$95,587

Appendix E5: 2027-2028 School Nurse Schedule

Step	RN	RN + 15	BA	MA	MA + 15
1	\$60,718	\$61,620	\$62,529	\$64,334	\$65,236
2	\$62,333	\$63,237	\$64,145	\$63,965	\$66,854
3	\$64,264	\$65,170	\$66,073	\$67,882	\$68,787
4	\$66,197	\$67,104	\$68,004	\$69,819	\$70,722
5	\$68,139	\$69,043	\$69,942	\$71,755	\$72,657
6	\$70,069	\$70,976	\$71,877	\$73,685	\$74,617
7	\$72,005	\$72,914	\$73,816	\$75,627	\$76,533
8	\$73,740	\$74,644	\$75,546	\$77,345	\$78,262
9	\$77,391	\$78,293	\$79,201	\$81,007	\$81,913
10	\$79,561	\$80,455	\$81,355	\$83,149	\$84,043
11	\$83,304	\$84,234	\$85,169	\$87,039	\$87,968
12	\$83,856	\$84,785	\$85,723	\$87,591	\$88,520
13	\$84,410	\$85,337	\$86,274	\$88,142	\$89,072
14	\$84,961	\$85,890	\$86,825	\$88,695	\$89,623
15	\$85,514	\$86,442	\$87,378	\$89,248	\$90,177
16	\$85,514	\$86,442	\$87,378	\$89,248	\$90,177
20	\$86,718	\$87,661	\$88,609	\$90,506	\$91,447
25	\$87,952	\$88,906	\$89,869	\$91,792	\$92,746
26	\$88,779	\$89,733	\$90,695	\$92,619	\$93,575
27	\$89,607	\$90,562	\$91,525	\$93,446	\$94,402
28	\$90,434	\$91,389	\$92,353	\$94,275	\$95,230
29	\$91,262	\$92,218	\$93,180	\$95,103	\$96,059
30	\$92,632	\$93,600	\$94,577	\$96,530	\$97,499

Appendix OT/PT1: 2023-2024 Occupational/Physical Therapist Schedule

	Class 1	Class 2	Class 3	Class 4
Step	BA	MA	MA + 30	MA + 60
1	\$60,595	\$71,612	\$77,121	\$82,628
2	\$61,959	\$73,224	\$78,856	\$84,490
3	\$63,353	\$75,288	\$80,630	\$86,389
4	\$64,777	\$77,410	\$82,444	\$88,332
5	\$66,236	\$79,594	\$84,299	\$90,321
6	\$67,725	\$81,840	\$86,195	\$92,353
7	\$69,249	\$84,147	\$88,134	\$94,431
8	\$70,807	\$86,519	\$90,117	\$96,555
9	\$72,401	\$88,959	\$92,146	\$98,727
10	\$77,034	\$96,134	\$99,025	\$106,099
11		\$97,095	\$100,015	\$107,160
12		\$98,066	\$101,015	\$108,232
13		\$99,047	\$102,025	\$109,314
14		\$100,038	\$103,046	\$110,407
15		\$101,038	\$104,076	\$111,511

Appendix OT/PT2: 2024-2025 Occupational/Physical Therapist Schedule

	Class 1	Class 2	Class 3	Class 4
Step	BA	MA	MA + 30	MA + 60
1	\$61,807	\$73,044	\$78,664	\$84,281
2	\$63,198	\$74,688	\$80,433	\$86,179
3	\$64,620	\$76,794	\$82,243	\$88,117
4	\$66,073	\$78,958	\$84,092	\$90,099
5	\$67,560	\$81,186	\$85,985	\$92,127
6	\$69,079	\$83,476	\$87,919	\$94,200
7	\$70,634	\$85,830	\$89,897	\$96,319
8	\$72,224	\$88,250	\$91,919	\$98,486
9	\$73,849	\$90,738	\$93,989	\$100,701
10	\$78,575	\$98,057	\$101,005	\$108,221
11		\$99,037	\$102,015	\$109,303
12		\$100,028	\$103,036	\$110,397
13		\$101,028	\$104,066	\$111,500
14		\$102,038	\$105,107	\$112,615
15		\$103,059	\$106,158	\$113,742

Appendix OT/PT3: 2025-2026 Occupational/Physical Therapist Schedule

	Class 1	Class 2	Class 3	Class 4
Step	BA	MA	MA + 30	MA + 60
1	\$63,043	\$74,505	\$80,237	\$85,967
2	\$64,462	\$76,182	\$82,042	\$87,903
3	\$65,912	\$78,330	\$83,888	\$89,879
4	\$67,394	\$80,537	\$85,774	\$91,901
5	\$68,911	\$82,810	\$87,705	\$93,970
6	\$70,461	\$85,146	\$89,677	\$96,084
7	\$72,047	\$87,547	\$91,695	\$98,245
8	\$73,668	\$90,015	\$93,757	\$100,456
9	\$75,326	\$92,553	\$95,869	\$102,715
10	\$80,147	\$100,018	\$103,025	\$110,385
11		\$101,018	\$104,055	\$111,489
12		\$102,029	\$105,097	\$112,605
13		\$103,049	\$106,147	\$113,730
14		\$104,079	\$107,209	\$114,867
15		\$105,120	\$108,281	\$116,017

Appendix OT/PT4: 2026-2027 Occupational/Physical Therapist Schedule

	Class 1	Class 2	Class 3	Class 4
Step	BA	MA	MA + 30	MA + 60
1	\$64,304	\$75,995	\$81,842	\$87,686
2	\$65,751	\$77,706	\$83,683	\$89,661
3	\$67,230	\$79,897	\$85,566	\$91,677
4	\$68,742	\$82,148	\$87,489	\$93,739
5	\$70,289	\$84,466	\$89,459	\$95,849
6	\$71,870	\$86,849	\$91,471	\$98,006
7	\$73,488	\$89,298	\$93,529	\$100,210
8	\$75,141	\$91,815	\$95,632	\$102,465
9	\$76,833	\$94,404	\$97,786	\$104,769
10	\$81,750	\$102,018	\$105,086	\$112,593
11		\$103,038	\$106,136	\$113,719
12		\$104,070	\$107,199	\$114,857
13		\$105,110	\$108,270	\$116,005
14		\$106,161	\$109,353	\$117,164
15		\$107,222	\$110,447	\$118,337

Appendix OT/PT5: 2027-2028 Occupational/Physical Therapist Schedule

	Class 1	Class 2	Class 3	Class 4
Step	BA	MA	MA + 30	MA + 60
1	\$65,590	\$77,515	\$83,479	\$89,440
2	\$67,066	\$79,260	\$85,357	\$91,454
3	\$68,575	\$81,495	\$87,277	\$93,511
4	\$70,117	\$83,791	\$89,239	\$95,614
5	\$71,695	\$86,155	\$91,248	\$97,766
6	\$73,307	\$88,586	\$93,300	\$99,966
7	\$74,958	\$91,084	\$95,400	\$102,214
8	\$76,644	\$93,651	\$97,545	\$104,514
9	\$78,370	\$96,292	\$99,742	\$106,864
10	\$83,385	\$104,058	\$107,188	\$114,845
11		\$105,099	\$108,259	\$115,993
12		\$106,151	\$109,343	\$117,154
13		\$107,212	\$110,435	\$118,325
14		\$108,284	\$111,540	\$119,507
15		\$109,366	\$112,656	\$120,704

Appendix F: Extra Compensation Schedule

A. Intramurals:

Elementary intramurals before school shall be compensated at the following per hour rate:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$46.70	\$47.63	\$48.58	\$49.55	\$50.54

Secondary intramurals shall be compensated at the per hour rate as follows:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$51.38	\$52.40	\$53.45	\$54.52	\$55.61

The PE Department Head may assign sessions of 1, 1 ¼ and/or 1 ½ hours. A session of 1¼ hours shall be compensated at the rate of:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$64.23	\$65.51	\$66.82	\$68.16	\$69.52

A session of 1½ hours shall be compensated at the rate of:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$77.08	\$78.62	\$80.20	\$81.80	\$83.44

Enrichment programs and tutoring shall be compensated at the teacher's hourly rate, provided, however, that in no event shall such compensation exceed the following per hour rate:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$68.99	\$70.37	\$71.78	\$73.22	\$74.68

B. Coaching Assignments

1. The Great Neck School District Varsity Head Coaches base stipend for each sport will be compared annually to the top-ranked district stipend as listed in the Nassau County Coaches Salary Survey. Any GNPS varsity coaching base stipend found to be less than 79% of the top-rank district stipend for a particular sport will be adjusted to equal 79% of the top-rank district stipend. In the case where a GNPS Varsity Head Coach's base stipend is adjusted, each Varsity Assistant, JV Head Coach, JV Assistant, MS Head Coach, and MS Assistant Coach base stipend within that sport will be adjusted to maintain the previously existing percentage relationship to the GNPS Varsity Head Coach's base stipend.
2. A coach who has completed seven full years of coaching in the same sport will receive, as additional compensation, the following sum to be added to the base salary as indicated in Appendix F(B)(1) beginning in the eighth year of coaching.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$1,076	\$1,098	\$1,120	\$1,142	\$1,165

C. Coaching Index Review

1. Each year the Superintendent's designee shall convene a Coaching Index Committee during the first two weeks of October to review and/or revise the index for the current school year. It is understood that the listed sports may not be offered in every school each year. Additional meetings shall be held as needed.
2. The Committee shall be composed of the Superintendent's designee; one teacher (to be named by the BRC of that building), the Athletic Director(s), and one administrator from each of the secondary schools; both GNTA Secondary Directors, and the GNTA Vice President for Professional Rights and Responsibilities.
3. The Coaching Index list shall be maintained by the Superintendent's designee, and a copy shall be sent each school year to GNTA.

Appendix F1: Extra Compensation Schedule For Coaching

Note: For the most up to date schedule, please refer to the Recreation Department.

SPORT	23-24 RATE
SENIOR HIGH BOYS	
Badminton Varsity	\$7,719.44
Badminton JV	\$6,175.56
Baseball Varsity	\$8,210.89
Baseball V.Asst./JV Head/JV Asst.	\$6,805.82
Basketball Varsity	\$9,588.95
Basketball V.Asst./JV Head/JV Asst.	\$7,802.20
Bowling Varsity Co-Ed	\$7,116.02
Cross Country Varsity	\$7,738.64
Fencing Varsity	\$7,964.48
Football Varsity	\$9,980.05
Football V.Asst./JV Head/JV Asst.	\$8,271.72
Golf Varsity	\$7,738.64
Lacrosse Varsity	\$8,657.71
Lacrosse V.Asst./JV Head/JV Asst.	\$7,132.30
Soccer Varsity	\$7,738.64
Soccer V.Asst./JV Head/JV Asst.	\$6,291.50
Swimming Varsity	\$8,629.72
Swimming V.Asst./JV Head/JV Asst.	\$7,153.72
Tennis Varsity	\$7,738.64
Tennis V.Asst./JV Head/JV Asst.	\$6,190.91
Track & Field Varsity	\$9,303.35
Track & Field V.Asst./JV Head/JV Asst.	\$7,594.60
Track Indoor Varsity	\$9,303.35
Track Indoor V.Asst./JV Head/JV Asst.	\$7,594.60
Volleyball Varsity	\$9,281.16
Volleyball V.Asst./JV Head/JV Asst.	\$7,694.09
Wrestling Varsity	\$9,303.35
Wrestling V.Asst./JV Head/JV Asst.	\$7,712.46

EXTRA COMPENSATION SCHEDULE FOR COACHING (cont'd)

SPORT	23-24 RATE
SENIOR HIGH GIRLS	
Badminton Varsity	\$7,719.44
Badminton JV	\$6,175.56
Basketball Varsity	\$9,588.95
Basketball V.Asst./JV Head/JV Asst.	\$7,802.20
Bowling Varsity Co-ed	\$7,116.02
Cheerleading Varsity	\$7,011.27
Cross Country Varsity	\$7,738.64
Fencing Varsity	\$7,964.48
Field Hockey Varsity	\$8,033.57
Field Hockey V.Asst./JV Head/JV Asst.	\$6,304.23
Golf Varsity	\$7,738.64
Gymnastics Varsity	\$7,876.53
Gymnastics V.Asst./JV Head/JV Asst.	\$6,525.49
Lacrosse Varsity	\$8,657.71
Lacrosse V.Asst./JV Head/JV Asst.	\$7,132.30
Soccer Varsity	\$7,738.64
Soccer V.Asst./JV Head/JV Asst.	\$6,291.50
Softball Varsity	\$8,129.59
Softball V.Asst./JV Head/JV Asst.	\$6,805.82
Swimming Varsity	\$8,629.72
Swimming V.Asst./JV Head/JV Asst.	\$7,153.72
Tennis Varsity	\$7,738.64
Tennis V.Asst./JV Head/JV Asst.	\$6,190.91
Track & Field Varsity	\$9,303.35
Track & Field V.Asst./JV Head/JV Asst.	\$7,594.60
Track Indoor Varsity	\$9,303.35
Track Indoor V.Asst./JV Head/JV Asst.	\$7,594.60
Volleyball Varsity	\$9,281.16
Volleyball V.Asst./JV Head/JV Asst.	\$7,694.09

EXTRA COMPENSATION SCHEDULE FOR COACHING (cont'd)

SPORT	23-24 RATE
MIDDLE SCHOOL BOYS	
Baseball	\$4,816.41
Basketball Head	\$4,326.68
Basketball Asst.	\$3,546.23
Cross Country Head (Co-ed)	\$6,152.22
Cross Country Asst (Co-ed)	\$5,106.35
Football Head	\$5,449.56
Football Asst.	\$4,523.65
Lacrosse Head	\$4,638.17
Lacrosse Asst.	\$3,851.01
Soccer Head	\$4,209.82
Soccer Asst.	\$3,378.77
Swimming Head	\$4,130.80
Swimming Asst.	\$3,428.25
Tennis Head	\$4,875.35
Track & Field Head	\$4,280.58
Track & Field Asst. (Co-ed)	\$3,553.34
Track & Field Indoor (Co-Ed)	\$5,061.03
Track & Field Indoor Asst. (Co-Ed)	\$4,149.08
Volleyball Head	\$4,872.63
Volleyball Asst.	\$3,249.92
Wrestling Head	\$4,558.64
Wrestling Asst.	\$3,738.67

EXTRA COMPENSATION SCHEDULE FOR COACHING (cont'd)

SPORT	23-24 RATE
MIDDLE SCHOOL GIRLS	
Badminton	\$4,234.23
Basketball Head	\$4,326.68
Basketball Asst.	\$3,546.23
Cross Country Head (Co-ed)	\$6,152.22
Cross Country Asst (Co-ed)	\$5,106.35
Field Hockey Head	\$4,143.62
Field Hockey Asst.	\$3,510.34
Gymnastics Head	\$4,151.03
Gymnastics Asst.	\$3,445.13
Lacrosse Head	\$4,638.17
Lacrosse Asst.	\$3,851.01
Soccer Head	\$4,209.82
Soccer Asst.	\$3,378.77
Softball Head	\$4,286.15
Softball Asst.	\$3,552.87
Swimming Head	\$4,130.80
Swimming Asst.	\$3,428.25
Tennis Head	\$4,875.35
Track & Field Head	\$4,280.58
Track & Field Asst. (Co-ed)	\$3,553.34
Track & Field Indoor (Co-Ed)	\$5,061.03
Track & Field Indoor Asst. (Co-Ed)	\$4,149.08
Volleyball Head	\$4,872.63
Volleyball Asst.	\$3,249.92

D. Clubs

All approved clubs (one afternoon each week for one hour for 32 weeks) will be paid as follows:

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$588	\$600	\$612	\$624	\$636

E. Activities

Each year the Superintendent's designee shall convene an Activity Index Committee during the first two weeks of May to review and/or revise the index for the following school year. Additional meetings shall be held as needed.

The Committee shall be composed of the Superintendent's designee, one teacher (to be named by the BRC of that building) and one administrator from each of the secondary schools, both GNTA Secondary Directors, one GNTA Elementary Director, and the GNTA Vice President for Professional Rights and Responsibilities.

The Activity Index list shall be maintained by the Superintendent's designee and in lieu of school by school lists appearing in the collective bargaining agreement, a copy of the agreed upon activities list shall be sent each school year to GNTA President and their designee.

F. After-School Bus Supervision

Compensation for the After-School Bus Supervision during this agreement shall be as follows:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
South Middle	\$2,678	\$2,732	\$2,787	\$2,843	\$2,900
South Middle Asst	\$1,396	\$1,424	\$1,452	\$1,481	\$1,511

G. Supervision of School Facilities Used by Outside Organizations:

Compensation for faculty members required to supervise school audio-visual and stage facilities used by outside organizations shall be compensated at the following rate plus the below per hour rate or fraction thereof beyond three hours:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
	\$50.94	\$51.96	\$53.00	\$54.06	\$55.14
Beyond 3 hours	\$28.66	\$29.24	\$29.82	\$30.42	\$31.02

H. Note:

All new coaching assignments not included in Appendix F1 shall be compensated at the prevailing rate for a comparable activity. Activities and clubs are not listed. Activities and clubs shall be formed with the approval of the building principal and the Board of Education.

- I. Compensation schedules for coaching and activity sponsorship are subject to compliance with Title VII regulations.
- J. Central Treasurers for high school and middle school shall be compensated as follows:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
High School	\$8,441	\$8,610	\$8,782	\$8,958	\$9,137
Middle School	\$6,753	\$6,888	\$7,026	\$7,167	\$7,310

- K. School Auditors for high school and middle school shall be compensated as follows:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
High School	\$3,376	\$3,444	\$3,513	\$3,583	\$3,655
Middle School	\$2,251	\$2,296	\$2,342	\$2,389	\$2,437