

MEMORANDUM OF AGREEMENT

THIS IS AN AGREEMENT, dated the 28th day of February, 2024, entered into by and between the Red Creek Central School District (the “District”), the Red Creek Teachers’ Association (the “RCTA”) (collectively referred to herein as the “Parties”).

WHEREAS, the District and the RCTA are parties to a collective bargaining agreement dated July 1, 2022 (the “Agreement”), which governs the terms and conditions of employment of teachers in the District; and

WHEREAS, Schedule B of the Agreement sets forth an “Extra Duty Pay Schedule,” which provides an overall increase of 3.5% for extra duty pay, and includes language allowing the parties to negotiate revisions to the Schedule B after its adoption; and

WHEREAS, even though the timeline for negotiating revisions to Schedule B expired on September 15, 2022, the parties agreed to meet to discuss necessary changes to Schedule B, so that it was more equitable and reflected current clubs and athletics;

WHEREAS, the parties have met previously and agreed to two Memorandums of Agreement on October 17, 2023, and December 11, 2023, which are attached hereto as **Exhibits A and B**, respectively, that reflect the first two sets of revisions to Schedule B; and

WHEREAS, the parties have met and agreed to a final set of revisions to Schedule B, which include Jazz Band, Jr. High Cross County, as well as Ourdoor Track, Jr. Varsity, and Indoor track, Jr. Varsity to the Schedule; and

WHEREAS, the parties understand that the cost of the foregoing changes to Schedule B exceed the current budget allocation for Schedule B, and in exchange for this increased cost, the RCTA has agreed to permit two half-day parent teacher conferences to extend until 5:30 pm in the 2024-2025 school year; and

WHEREAS, each party has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence; and

WHEREAS, the parties have met to discuss the foregoing subject and agree that this MOA is in the best interests of the parties.

NOW, THEREFORE, in consideration of the mutual undertakings and covenants contained herein, the mutual benefits expected to be derived from the performance thereof and other good and valuable consideration, the parties stipulate and agree as follows:

1. Schedule B shall be revised and amended as set forth in the attached **Exhibit C**.
2. The revised Schedule B reflects the Memorandums of Agreement entered into by the District and the Union in October 2023, and December, 2023 (Exhibits A and B), and, lastly, includes Jazz Band, Cross Country (Jr. high), Outdoor Track, Jr. Varsity, and Indoor Track, Jr. Varsity.
3. In exchange for the revisions to Schedule B, the parties agree that Article V, Section F(1) of the Agreement shall be updated as follows for the 2024-2025 school year:
 1. Two (2) parent-teacher conferences per year. Effective for the ~~2022-2023-2023-2024~~ and 2024-2025 school years UPK-12, there will be ~~two~~ **three (3)** parent teacher conference half days per school year. The workday on ~~these~~ **the first of these days** will be no longer than 7 3/4 hours, **however, on second and third half days, the workday shall last until 5:30 pm, with the understanding that the longer days shall be scheduled prior to a Superintendent's Conference Day or Staff Development Day.** These conferences will be either virtual or in-person. This system will be reevaluated at the end of each school year and this clause will expire at the end of this contract.
4. This Memorandum of Agreement represents all of the additional negotiations relating to Schedule B as were contemplated by the parties. Further amendments to Schedule B, if any, will not be made or considered until renegotiation of the Agreement in 2025, unless otherwise agreed to by the parties in writing.
5. **No Precedent.** The parties further agree that this Agreement shall not be used by any party to establish a practice, past practice or precedent in any manner whatsoever.
6. **Entire Agreement.** This MOA constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements and understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this MOA that is not embodied in this MOA and agree that no party shall be bound by, or liable for,

any alleged representation, promise, inducement, or statement of intention not set forth herein.

7. **Amendments or Modifications.** No provision or provisions of this Agreement may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
8. **Representations.** The parties agree that neither they, nor their representatives, shall make any misrepresentations regarding this MOA to any third parties.
9. **Enforceability.** The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision. No provision or provisions of this MOA may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
10. **Acknowledgement.** The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the right and opportunity to propose terms of this MOA, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth in this MOA.
11. **Dispute Resolution.** If any dispute arises with regards to this MOA, the matter shall be handled as a grievance pursuant to Article IX of the Agreement between the parties.

Dated: February 28th, 2024

THE RED CREEK TEACHERS' ASSOCIATION

By: 
Robert Keim, President

Dated: February 28, 2024

THE RED CREEK CENTRAL SCHOOL DISTRICT


By: 
Matthew VanOrman, Superintendent

EXHIBIT A

MEMORANDUM OF AGREEMENT

THIS IS AN AGREEMENT, dated the 17th day of October, 2023, entered into by and between the Red Creek Central School District (the "District"), the Red Creek Teachers' Association (the "RCTA") (collectively referred to herein as the "Parties").

WHEREAS, the District and the RCTA are parties to a collective bargaining agreement dated July 1, 2022 (the "Agreement"), which governs the terms and conditions of employment of teachers in the District; and

WHEREAS, Schedule B of the Agreement sets forth stipend compensation for extra duties performed by class advisors, other advisors, lead teachers, AV Coordinators, club advisors, and athletic coaches; and

WHEREAS, the parties have met and discussed that the stipend paid to the Varsity Cheerleading coach for winter sports, such as Basketball, is significantly less than stipend paid to other winter varsity coach sports; and

WHEREAS, the parties recognize that Cheerleading has changed and grown in recent years into its own competitive sport, such that in 2021 Cheerleading was officially recognized as an Olympic sport; and

WHEREAS, the parties agree that it is in the best interest of the students, the RCTA and the District to pay the Varsity Cheerleading coach a stipend that is equitable to that of the other varsity coaches; and

WHEREAS, each party has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence; and

WHEREAS, the parties have met to discuss the foregoing subject and agree that this MOA is in the best interests of the parties.

NOW, THEREFORE, in consideration of the mutual undertakings and covenants contained herein, the mutual benefits expected to be derived from the performance thereof and other good and valuable consideration, the parties stipulate and agree as follows:

1. The stipend to be paid to the Varsity Cheerleading coach for winter sports, such as basketball, shall be the same as the stipend paid to the varsity winter sport coaches, such as Wrestling, Indoor Track, and Basketball.
2. **No Precedent.** The parties further agree that this Agreement shall not be used by any party to establish a practice, past practice or precedent in any manner whatsoever.
3. **Entire Agreement.** This MOA constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements and understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this MOA that is not embodied in this MOA and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth herein.
4. **Amendments or Modifications.** No provision or provisions of this Agreement may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
5. **Representations.** The parties agree that neither they, nor their representatives, shall make any misrepresentations regarding this MOA to any third parties.
6. **Enforceability.** The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision. No provision or provisions of this MOA may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
7. **Acknowledgement.** The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the right and opportunity to propose terms of this MOA, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth in this MOA.
8. **Dispute Resolution.** If any dispute arises with regards to this MOA, the matter shall be handled as a grievance pursuant to Article IX of the Agreement between the parties.

Dated: ^{November} October 14, 2023

THE RED CREEK TEACHERS' ASSOCIATION

By: 
Robert Keim, President

Dated: October 17, 2023

THE RED CREEK CENTRAL SCHOOL DISTRICT

By: 
Matthew VanOrman, Superintendent

EXHIBIT B

MEMORANDUM OF AGREEMENT

THIS IS AN AGREEMENT, dated the 11 day of December, 2023, entered into by and between the Red Creek Central School District (the “District”), the Red Creek Teachers’ Association (the “RCTA”) (collectively referred to herein as the “Parties”).

WHEREAS, the District and the RCTA are parties to a collective bargaining agreement dated July 1, 2022 (the “Agreement”), which governs the terms and conditions of employment of teachers in the District; and

WHEREAS, Schedule B of the Agreement sets forth stipend compensation for extra duties performed by class advisors, other advisors, lead teachers, AV Coordinators, club advisors, and athletic coaches; and

WHEREAS, the parties acknowledge that Schedule B does not include all active clubs in order to accurately compensate advisors; and

WHEREAS, the parties also recognize that the general clubs referred to as Envirothon, Inventive Minds and Science Olympiad, in fact, encompass separate and distinct clubs with different types of advisors, which should be included Schedule B; and

WHEREAS, the parties recognize that the various Envirothon, Inventive Minds, and Science Olympiad clubs provide value and enrich the academic experience of students within the Red Creek School District; and

WHEREAS, the parties agree that its is in the best interest of the students, the RCTA and the District to revise Schedule B to accurately include all active clubs related to Envirothon, Inventive Minds and Science Olympiad; and

WHEREAS, each party has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence; and

WHEREAS, the parties have met to discuss the foregoing subject and agree that this MOA is in the best interests of the parties.

NOW, THEREFORE, in consideration of the mutual undertakings and covenants contained herein, the mutual benefits expected to be derived from the performance thereof and other good and valuable consideration, the parties stipulate and agree as follows:

1. Schedule B in the Agreement shall be amended as follows: the general clubs listed as Inventive Minds and Science Olympiad shall be removed from the Club list, and the following Clubs shall be added:
 - (a) Inventive Minds 3rd Grade
 - (b) Inventive Minds 4th Grade
 - (c) Envirothon Team I
 - (d) Envirothon Team II
 - (e) Envirothon Team III
 - (f) Science Olympiad Biology & Environmental Science
 - (g) Science Olympiad Earth & Space Science
 - (h) Science Olympiad Chemistry and Physics
 - (i) Science Olympiad STEM (Technology)
2. The stipends paid for the clubs set forth herein at paragraph 1 relating to Inventive Minds and Science Olympiad shall be the same as the stipends set forth for the respective clubs as originally set forth in Schedule B. For example, the stipend for “Inventive Minds 3rd Grade” shall receive the same stipend allocated for Inventive Minds prior to this Memorandum.
3. The stipends paid for the clubs listed as Envirothon Team I, Envirothon Team II and Envirothon Team III, shall be the same as the stipends to the Science Honor Society.
4. **No Precedent.** The parties further agree that this Agreement shall not be used by any party to establish a practice, past practice or precedent in any manner whatsoever.
5. **Entire Agreement.** This MOA constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements and understandings, whether written or oral. The parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this MOA that is not embodied in this MOA and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth herein.
6. **Amendments or Modifications.** No provision or provisions of this Agreement may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.

7. **Representations.** The parties agree that neither they, nor their representatives, shall make any misrepresentations regarding this MOA to any third parties.
8. **Enforceability.** The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision. No provision or provisions of this MOA may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
9. **Acknowledgement.** The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the right and opportunity to propose terms of this MOA, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth in this MOA.
10. **Dispute Resolution.** If any dispute arises with regards to this MOA, the matter shall be handled as a grievance pursuant to Article IX of the Agreement between the parties.

Dated: December 11, 2023

THE RED CREEK TEACHERS' ASSOCIATION

By: 
Robert Keim, President

Dated: December 11, 2023

THE RED CREEK CENTRAL SCHOOL DISTRICT

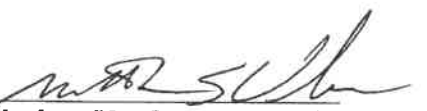
By: 
Matthew VanOrman, Superintendent

EXHIBIT C

APPENDIX
Schedule B

Red Creek Central School District
EXTRA DUTY PAY
SCHEDULE

An increase of 3.5% will be allocated to Schedule B each year of the contract. **A schedule of extra duty pay reflecting this 3.5% increase is set forth below for reference.** ~~If a joint L/M committee is able to meet by September 15, 2022 to present to both negotiating committees a proposal for allocating the monies, both District and the RCTA will meet to discuss and decide upon the suggested changes. Should the committee be unsuccessful in meeting, any activity that is offered in 2022-2023, 2023-24, 2024-25 will receive a 3.5% increase from the previous year.~~

	2022-23	2023-24	2024-25
<u>CLASS ADVISORS</u>			
Senior	3559	3684	3813
Junior	2138	2213	2291
Sophomore	1072	1110	1149
Freshman	1072	1110	1149
Eighth	2329	2410	2495
Seventh	722	748	774
Sixth	722	748	774
<u>OTHER ADVISORS</u>			
Student Council, HS	2683	2777	2874
Student Council, MS	1428	1478	1530
Student Council, Elem.	722	748	774
Centralite Advisor	2683	2777	2874
Centralite Bus. Mgr	1783	1846	1910
Centralite Photography	1431	1482	1533
Red Cricket Advisor	1431	1482	1533
Red Cricket Bus. Mgr.	722	748	774
Sudden Light Advisor	1431	1482	1533
Senior Play	2683	2777	2874
Stage Band	1783	1846	1910
Jazz Band	1783	1846	1910
Select Choir	1783	1846	1910
All School Play & Drama Club	4606	4767	4934
All School Musical	4606	4767	4934
MS Play & Drama Club	2985	3089	3198
<u>LEAD TEACHERS</u>			
	3371	3489	3611
<u>AV COORDINATORS</u>			
Elementary School	3559	3684	3813
High School	3559	3684	3813

COMPUTER COORD.

Elementary School	4994	5169	5350
Jr-Sr High School	4994	5169	5350

CLUBS

Debate Club	1428	1478	1530
French Club	916	948	981
Future Homemakers	916	948	981
Future Teachers	916	948	981
Health Careers	916	948	981
International Student Club	916	948	981
Inventive Minds	916	948	981
Inventive Minds – 3 rd Grade		948	981
Inventive Minds – 4 th Grade		948	981
Library Club	916	948	981
Tech/I.A. Club	1428	1478	1530
Movie Club	916	948	981
Guitar Club	916	948	981
Baseball Card Club	916	948	981
MS Journalism Club	916	948	981
MS Reading Club	916	948	981
Stage Technician Club	1428	1478	1530
Varsity Club	916	948	981
Math Club	916	948	981
Nat. Honor Society -HS	1072	1110	1149
Jr. Nat.Honor Society	1072	1110	1149
Outing Club	1072	1110	1149
Photography Club	916	948	981
Science Club	916	948	981
Science Honor Society	916	948	981
Envirothon Team I		948	981
Envirothon Team II		948	981
Envirothon Team III		948	981
Ski Club	1783	1846	1910
Spanish Club	916	948	981
Spanish Honor Society	916	948	981
Yorker Club	916	948	981
SADD	916	948	981
Future Business Leaders	916	948	981
Rocket Club	916	948	981
Chess Club	916	948	981
MS Art Club	916	948	981
Science Olympiad	916	948	981
Science Olympiad – Biology & Environmental Science		948	981
Science Olympiad Earth & Space Science		948	981
Science Olympiad Chemistry & Physics		948	981
Science Olympiad STEAM (Technology)		948	981

HS Art Club	916	948	981
HS Arts & Crafts Club	916	948	981
HS Science Olympiad	916	948	981
Sailing Club	916	948	981
Model Club	916	948	981
Web Page Club	916	948	981

BUS DUTY SUPERVISOR

Elementary (per shift)	1072	1110	1149
Jr-Sr High School (per shift)	1072	1110	1149

ATHLETICS

Director of Phys Ed. & Athletics

1st Year	5457	5647	5845
2nd Year	5523	5716	5916
3rd Year	5586	5781	5984
4th Year	5655	5853	6058
5th Year	5734	5935	6142

Soccer (Boys & Girls) Same

Varsity (10 wks)

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090

Jr. Varsity (10 wks)

1st Year	3065	3172	3283
2nd Year	3101	3209	3322
3rd Year	3137	3247	3361
4th Year	3175	3287	3402
5th Year	3219	3332	3448

Jr. High (8 wks)

1st Year	2299	2379	2462
2nd Year	2324	2405	2489
3rd Year	2352	2434	2519
4th Year	2383	2466	2552
5th Year	2415	2499	2587

Basketball (Boys & Girls) same

Varsity (14 wks)

1st Year	5086	5264	5448
2nd Year	5147	5327	5514
3rd Year	5206	5388	5577
4th Year	5271	5456	5647
5th Year	5343	5530	5723

Jr. Varsity (14 wks)

1st Year	4285	4435	4590
2nd Year	4335	4486	4643
3rd Year	4387	4541	4700
4th Year	4440	4596	4756
5th Year	4502	4660	4823

Jr. High (10 wks)

1st Year	2866	2966	3070
2nd Year	2900	3002	3107
3rd Year	2936	3039	3145

4th Year	2971	3075	3183
5th Year	3011	3116	3225
Soccer Cheerleading (10 wks)			
1st Year	2108	2182	2258
2nd Year	2134	2209	2286
3rd Year	2160	2236	2314
4th Year	2185	2261	2341
5th Year	2216	2293	2374
Varsity Cheerleading (14 wks)			
1st Year	2947	3050-5264	3157-5448
2nd Year	2982	3086-5327	3194-5514
3rd Year	3017	3123-5388	3232-5577
4th Year	3053	3160-5456	3271-5647
5th Year	3096	3204-5530	3316-5723
Wrestling			
Varsity (14 wks)			
1st Year	5086	5264	5448
2nd Year	5147	5327	5514
3rd Year	5206	5388	5577
4th Year	5271	5456	5647
5th Year	5343	5530	5723
Jr. Varsity (14 wks)			
1st Year	4285	4435	4590
2nd Year	4335	4486	4643
3rd Year	4387	4541	4700
4th Year	4440	4596	4756
5th Year	4502	4660	4823
Jr. High (10 wks)			
1st Year	2866	2966	3070
2nd Year	2900	3002	3107
3rd Year	2936	3039	3145
4th Year	2971	3075	3183
5th Year	3011	3116	3225
Baseball & Softball			
Varsity (10 wks)			
1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090
Jr. Varsity (10 wks)			
1st Year	3065	3172	3283
2nd Year	3101	3209	3322
3rd Year	3137	3247	3361

4th Year	3175	3287	3402
5th Year	3219	3332	3448
Jr. High (8 wks)			
1st Year	2299	2379	2462
2nd Year	2324	2405	2489
3rd Year	2352	2434	2519
4th Year	2383	2466	2552
5th Year	2415	2499	2587

Volleyball

Varsity (10 wks)

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090

Jr. Varsity (10 wks)

1st Year	3066	3173	3284
2nd Year	3101	3209	3322
3rd Year	3137	3247	3361
4th Year	3175	3287	3402
5th Year	3219	3332	3448

Outdoor Track

Varsity (10 wks)

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090

Jr. Varsity (10 wks)

1 st year	3066	3173	3284
2 nd Year	3101	3209	3322
3 rd Year	3137	3247	3361
4 th Year	3175	3287	3402
5 th Year	3219	3332	3448

Jr. High (8 weeks)

1st Year	2299	2379	2462
2nd Year	2324	2405	2489
3rd Year	2352	2434	2519
4th Year	2383	2466	2552
5 th Year	2415	2499	2587

Indoor Track

Varsity (14 wks)

1st Year	5086	5264	5448
2nd Year	5147	5327	5514
3rd Year	5206	5388	5577
4th Year	5271	5456	5647
5th Year	5343	5530	5723

Jr. Varsity (14 wks)

1 st Year	4285	4435	4590
2 nd Year	4335	4486	4643
3 rd Year	4387	4541	4700
4 th Year	4440	4596	4756
5 th Year	4502	4660	4823

Jr. High (10 wks)

1st Year	2866	2966	3070
2nd Year	2900	3002	3107
3rd Year	2936	3039	3145
4th Year	2971	3075	3183
5 th Year	3011	3116	3225

Tennis**Varsity (10 wks)**

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090

Jr. Varsity (10 wks)

1st Year	3065	3172	3283
2nd Year	3101	3209	3322
3rd Year	3137	3247	3361
4th Year	3175	3287	3402
5th Year	3219	3332	3448

Jr. High (8 wks)

1st Year	2299	2379	2462
2nd Year	2324	2405	2489
3rd Year	2352	2434	2519
4th Year	2383	2466	2552
5th Year	2415	2499	2587

Bowling (12 wks)

1st Year	4357	4510	4668
2nd Year	4409	4563	4723
3rd Year	4462	4618	4780
4th Year	4517	4675	4838
5th Year	4578	4738	4904

Golf (10 wks)

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5th Year	3818	3952	4090

Cross Country (10 wks)

1st Year	3634	3761	3893
2nd Year	3677	3806	3939
3rd Year	3722	3852	3987
4th Year	3767	3899	4036
5 th Year	3818	3952	4090

Cross Country (Jr. High)

1 st year	2299	2379	2462
2 nd year	2324	2405	2489
3 rd year	2352	2434	2519
4 th year	2383	2466	2552
5 th year	2415	2499	2587

Intramurals (per week)

1st Year	117	121	125
2nd Year	118	122	126
3rd Year	119	123	128
4th Year	121	125	130
5th Year	122	126	131

NOTES:

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

10. Current coaches off step (above 5th year) will receive a negotiated 4.0% in 2016-17, 3.25% in 2017-18, 3.0% in 2018-19, and 2.50% in 2019-20. Coaches' salaries will be discussed during the next negotiation session for competitive levels.
11. Coaches will not cancel practices unless authorization is obtained from the Athletic Director or his/her designee. Unauthorized cancellation of practices may be subject to loss of pay.
12. Final payment will not be issued until all responsibilities, as determined by the Principal or, in the case of athletics, the Director of PE and Athletics, are satisfactorily completed.
13. Effective for the school year 2022-23, the Advisors for co-curricular activities must prepare a rationale for the activity, identify the number of students participating in the activity and the frequency and length of the meetings/activity prior to the determination of proposed compensation for the activity and Board of Education approval of the compensation.
14. Written proposals for new activities are to be submitted to the Principal and Superintendent for approval, prior to being submitted to the Board of Education for approval. The proposal shall include the rationale for the activity, an explanation of the type and frequency of anticipated activities and the projected number of involved students.