
AGREEMENT

Between

THE BOARD OF EDUCATION

of the

**HASTINGS-ON-HUDSON
UNION FREE SCHOOL DISTRICT**

and the

HASTINGS TEACHERS ASSOCIATION

JULY 1, 2022 - JUNE 30, 2025

TABLE OF CONTENTS

1.	HOURS OF EMPLOYMENT	Page 1
2.	SCHOOL YEAR.....	Page 2
3.	TEACHER WORK LOAD	Page 2
4.	CLASS SIZE AND TOTAL LOAD	Page 4
5.	NEW TEACHERS - PREPARATIONS AND MENTORING.....	Page 6
6.	PREPARATION TIME AND PROFESSIONAL RESPONSIBILITIES	Page 6
7.	TEACHER PERSONNEL FILE.....	Page 7
8.	SUMMER SCHOOL APPOINTMENT.....	Page 8
9.	SUMMER SCHOOL SICK LEAVE	Page 8
10.	TEACHER EVALUATION	Page 8
11.	SALARY PAYMENTS	Page 10
12.	SALARY CREDIT FOR GRADUATE, UNDERGRADUATE AND IN-SERVICE COURSES.....	Page 10
13.	BENEFIT FUND.....	Page 11
14.	SICK LEAVE	Page 12
15.	PERSONAL REASONS	Page 16
16.	ADDITIONAL COMPENSATION.....	Page 16
17.	PERSONAL PROPERTY INSURANCE	Page 17
18.	HEALTH INSURANCE	Page 17
19.	SABBATICAL LEAVES	Page 18
20.	SUMMER SABBATICALS	Page 19
21.	LEAVES OF ABSENCE WITH PAY.....	Page 19
22.	LEAVES OF ABSENCE WITHOUT PAY	Page 20

TABLE OF CONTENTS (continued)

23.	CURRICULUM ADVISORY and STAFF DEVELOPMENT COMMITTEES	
	Curriculum Advisory Committee	Page 21
	Staff Development Committee	Page 22
24.	SERVICE PAY	Page 22
25.	PROFESSIONAL VACANCIES.....	Page 22
26.	ASSOCIATION RIGHTS	Page 22
27.	SEVERANCE PAY	Page 23
28.	PROFESSIONAL STAFF SALARIES	Page 23
29.	GRIEVANCE PROCEDURE.....	Page 25
30.	NOTIFICATION OF ASSIGNMENT.....	Page 29
31.	COMPOUND SESSIONS	Page 30
32.	SAVINGS CLAUSE	Page 30
33.	LUNCHTIME DUTIES.....	Page 30
34.	NO DISCRIMINATION.....	Page 30
35.	JOB SECURITY	Page 30
36.	STUDENT DISCIPLINE.....	Page 31
37.	DUES DEDUCTION AND AGENCY SHOP.....	Page 31
38.	DURATION	Page 32

TABLE OF CONTENTS (continued)

SCHEDULE I – Salary Schedule I 2022-2023.....	Page 33
SCHEDULE II –Salary Schedule II 2022-2023.....	Page 34
SCHEDULE I – Salary Schedule I 2023-2024.....	Page 35
SCHEDULE II –Salary Schedule II 2023-2024	Page 36
SCHEDULE I – Salary Schedule I 2024-2025	Page 37
SCHEDULE II –Salary Schedule II 2024-2025	Page 38
2022-2023 Schedule B Positions and Salaries	Page 39
2023-2024 Schedule B Positions and Salaries	Page 47
2024-2025 Schedule B Positions and Salaries	Page 56
APPENDIX 1 – APPR AND PROFESSIONAL DEVELOPMENT.....	Page 67
APPENDIX 2 – Danielson Rubric Weighted Scoring.....	Page 76
APPENDIX 3 – Rubric Score	Page 77
APPENDIX 4 – APPR Overall Composite Score	Page 78
APPENDIX 5 –Teacher Improvement Plan (TIP)	Page 79
APPENDIX 6 – APPR Observation Guidelines.....	Page 81
APPENDIX 7 – SLO Template.....	Page 82
APPENDIX 8 – Post-Observation Conference Guidelines	Page 83
APPENDIX 9 – Pre-Observation Conference Guidelines	Page 85
APPENDIX 10 – Danielson’s Rubric Conversion Flow Chart	Page 88

THIS AGREEMENT made by and between **BOARD OF EDUCATION OF HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT, TOWN OF GREENBURGH, WESTCHESTER COUNTY, NEW YORK**, hereinafter referred to as the “Board of Education”, and the **HASTINGS TEACHERS ASSOCIATION**, hereinafter referred to as “Association”.

WITNESSETH:

WHEREAS, the Association has been recognized by the Board of Education as the Exclusive representative of all persons on the teacher’s salary schedule regardless of their title; and

WHEREAS, the Board of Education and the Association have entered into and concluded negotiations concerning the terms and conditions of employment of such persons and desire to reduce their understandings to writing;

NOW, THEREFORE, in consideration of the mutual covenants set forth below, IT IS AGREED AS FOLLOWS:

1. HOURS OF EMPLOYMENT

A. School Day

1. a) The school day is defined as being seven (7) hours and 5 minutes in length for Hillside School. (Time to be continuous.)
b) The school day is defined as being seven (7) hours and 10 minutes in length for the High School and the Middle School. (Time to be continuous.)
2. The day shall start no earlier than 8:00 a.m. and no later than 9:00 a.m.

B. The instructional day is defined as that portion of the school day during which there are scheduled classes.

C. Music teachers who report early as an expected part of the school day shall not be obligated to remain for the 20 minute period after the end of the normal instructional day.

D. No more than four (4) general faculty meetings or team meetings per month may be called after the termination of the school day. These meetings shall not extend more than one hour after the end of said day except by mutual agreement.

E. On Friday and day preceding a holiday, attendance at after school meetings shall be at the teacher’s option, except for emergencies.

F. All teachers may be required to be available three (3) evenings during the school year. Every attempt will be made for evening meetings not to exceed two (2) hours in length for Back to School Night nights and parent teacher conferences. In addition, every attempt will be made for these meetings to end no later than 9:00pm. No meetings will be scheduled past 9:30pm. Every attempt will be made to have these nights on Thursdays or a night preceding a Superintendent’s

Conference Day. Teachers' will be compensated at the rate of \$80 for the third night.

- G. Staff traveling between Hillside and the Farragut Complex must have a minimum of fifteen (15) minutes travel time whenever changing schools. Travel time is discrete from preparation, professional, or lunch time. In addition, reserved parking spaces will be provided for the shared staff.
- H. First-year teachers will not be asked to work on committees although they are free to volunteer to work on them.

2. SCHOOL YEAR

- A. The school year shall consist of no more than 186 days. There will be 182 instructional days, one orientation day, and three staff development days. The staff development days will allow for three (3) hours of professional development in the morning, a one hour and ten minute lunch and three (3) hours of professional development in the afternoon.

The Orientation Day will allow for three hours for welcoming and staff development, one hour 10 minutes for lunch, and three hours within the instructional day to be used exclusively for teachers setting up their classrooms.

Staff Development Days will be planned by the Staff Development Committee comprised of HTA members and administrators. The Staff Development Committee shall recommend to the Superintendent, no later than May 31st of each year for the following year, a proposal for the Staff Development Days.

3. TEACHER WORKLOAD

A high school academic teacher's instructional work load shall be a maximum of five (5) instructional periods per day in the high school. Every reasonable effort will be made to balance high school teacher preparations consistent with the nature of the subject area, the size of the classes, the special offerings of the department, and the special competencies of the teachers.

Assignments to co-curricular, extra pay and/or supervisory service shall be subject to the requirements set forth in Article 6 pertaining to preparation and professional time.

If continuous teaching time exceeds 180 minutes for K-5 teachers, teachers can, upon request, have a fifteen (15) minute break during that 180 minute period. For 6-12 instruction, every reasonable effort will be made to keep maximum continuous teaching time to four (4) 40-minute periods (or two 80-minute blocks).

- A. A teacher who is hired into a "leave replacement" position for period intended to be more than five (5) months will be hired under the

Collective Bargaining Agreement and receive all rights and protections thereunder.

- B. Regular Substitute teachers who serve in the same assignment for twenty (20) consecutive school days will be paid a daily rate retroactive to the first such day of such assignment using the step and column of the Teachers Salary Schedule (minimum BA1 or MA1).
- a) Upon the first day of the month following the 20th day of such assignment, such teacher will be paid an amount equal to 50% of the net savings on individual health premiums that would be expended on their behalf starting the next month, taking into account any retirement or social security that must be paid, should such be necessary. Regular substitutes are not eligible for health insurance and all personal days. However, a regular substitute will accrue 1 paid sick day per month up to 5 days.
 - b) A regular substitute will be paid the hourly rate applicable for that year for extra responsibilities beyond the regular workday (i.e. Back-to-School Night, Parent/Teacher conferences).
- C. Additional Teaching Assignment: When a HS teacher (7-12 certification) accepts a schedule of six (6) classes, the teacher shall be paid an additional amount above his/her salary equivalent to 20% of their individual teacher salary. When the sixth period class is not for the entire year, this amount will be prorated. The additional teaching assignment shall be subject to the following conditions:
- a) Both parties agree that the additional teaching period (as noted above) should ideally be a voluntary assignment. When a sixth teaching period position is anticipated, the position shall be posted according to current practice. Interested staff with the proper certification may voluntarily apply for the position. The administration may choose if there is more than one qualified candidate. Should no one volunteer, the administration may assign a staff member to the position with the following limitations:
 - i. Non-tenured staff members shall not be chosen to teach a 6th period class unless there is no other staff member with the proper certification.
 - ii. No full or part time bargaining unit members shall lose a position or be reduced as a result of the creation of additional teaching assignments.
 - b) It is understood that these assignments are for the purpose of short-term emergency leaves (i.e. mid-year, short term parental, emergency sick, etc.).

- c) The district must demonstrate that it exhausted all efforts to hire a short term qualified substitute teacher.
- d) It is understood if a teacher is assigned to a 6th period teaching class, it may be in conflict with other components of the HTA contract related to workload.
- e) All prep time and professional time will be honored.

4. CLASS SIZE AND TOTAL LOAD

The parties to this agreement recognize that optimum results in education are facilitated by the careful regulation of class size and teacher-student load. Consequent upon this, both parties agree that class size should be within the following ranges:

Grade	<u>Ideal</u>	<u>Desirable</u>	<u>Acceptable</u>
K - 4	Less than 22	22 - 24	25 - 27
5 - 8	Less than 24	24 - 26	27 - 30
9 - 12	Less than 24	24 - 26	27 - 30

Every reasonable effort shall be made by the Administration to keep the maximum total weekly load for academic teachers of grades 9 - 12 to 650, where this figure represents the product of the number of students the teacher meets weekly in class and the number of regularly scheduled class periods per week the teacher is assigned. The basis for such a numerically designated load shall be a 40 minute class period. Should the schedule be reorganized to produce changes in period length and frequency, the numerically designated load shall be adjusted proportionately. To the extent that scheduling of the 7th and 8th grade classes is comparable to the scheduling of the 9th through 12th grade classes, the Administration will make every effort to schedule the work of the 7th and 8th grade teachers so that their work load is comparable to that of similar teachers in grades 9 through 12.

If the sixth grade becomes fully departmentalized as grades 7-12 now are, then the above limitation shall apply to said grade.

In any instance where the above load is exceeded, written recognition of the fact shall be made to the teacher involved by the Administration and reasonable explanation of the extenuating circumstances resulting in such an overload shall be given to the teacher. Where the reason for a larger class is experimentation, the teachers involved and the curriculum committee shall be consulted, and their advice solicited, in planning such experiments.

Every reasonable effort shall be made to keep the class sizes within the acceptable-desirable range to equalize the weekly student load among the teachers within each high school department and each middle school or elementary school department or grade level.

Class size and teacher load as outlined above shall not apply to the K-12 specialized program of reading, reading lab, work study, music, physical education, art, library and

typing. The physical facilities in a shop, special classroom, or gymnasium shall be a major factor in determining maximum class size. Because of the safety issues involved in large group physical activities, every effort will be made to keep the ratio of teachers to students to 1:35 in physical education classes.

Every effort will be made to ensure that Speech Pathologists shall have a maximum teacher to student load of 1:40.

In determining the applicability of this paragraph to any teacher participating in team teaching, the number of pupils taught by any such teacher in a team teaching class shall be deemed to be the number of pupils in such class divided by the number of teachers.

Both the Association and the Board of Education recognize that the education of children with handicapping conditions who are classified by the CSE generally requires program modification and additional attention. With this in mind, it is understood that reasonable efforts will be made to provide for equitable distribution of students with handicapping conditions in elementary classes upon the condition that under no circumstances shall these efforts result in the District having to employ an additional teacher or staff or require the Board to retain teachers or staff who would otherwise be excessed.

Every effort will be made at the middle school and high school levels to place students classified by the CSE into classes which would be classified as ideal or desirable prior to the inclusion of these students.

Annually, the Superintendent of Schools or designee will meet with representatives of the Physical Education, Art, Business, Music, Home and Careers, Technology Departments and Library Media Specialist(s) for the purpose of attempting to develop teaching assignments for the school year that will require teachers in these departments and/or library media specialist position(s) to teach no more than 5.5 classes. However, it is understood that any recommendations which are the product of these discussions shall not result in the hiring of additional staff beyond current staff ratios.

Annually, the Superintendent of Schools or his designee shall meet with representatives of Special Education: Teachers, psychologist, and social workers for the purpose of discussing assignments for the coming year. However, it is understood that any recommendations which are part of these discussions shall not result in the hiring of additional staff beyond the current staff ratios.

Effective July 1, 2021, all unit members will be compensated at the curriculum rate for attendance at voluntary meetings outside of the school day, provided they receive approval for such attendance from the Assistant Superintendent of Curriculum and Instruction or his/her designee. This compensation does not apply to the four general faculty/team meetings per month (Article 1, Section D) and also does not apply to unit members in grade level coordinator positions when attending EDC (Hillside) meetings, to unit member in grade level coordinator positions when attending Team Coordinator meetings (Farragut MS) and/or to Department Chairpersons when attending Chair Council (HS) meetings.

5. NEW TEACHERS – PREPARATIONS AND MENTORING

- A. In order to establish a work situation most conducive to the successful development and integration of a new teacher, the Administration will make every effort to schedule the work load of those teachers who are in their first year at Hastings, and who have a total of less than three years teaching experience, so that they do not have more than three preparations in any one day, it being understood that every effort does not include hiring an additional teacher who would not have been employed had this provision not been in the contract.
- B. The New Teacher Mentor Coordinator (Schedule B) will develop a description of responsibilities for teachers who serve as mentors to new teachers. As needed, the New Teacher Mentor Coordinator will prepare a list of teacher volunteers for mentoring assignments. Teacher Mentors will receive one in-service credit for one semester of mentoring per year and will be required to participate in the Teacher Mentor Program offered by the Teachers Center during the semester they are mentoring.
- C. The parties agree that, upon the effective date of this Agreement, bargaining unit members who serve as mentors to new teachers pursuant to Article 5 of the CBA shall have the option of receiving fifteen hours of pay at the curriculum rate for one semester of mentoring per year as compensation for such service instead of receiving the one in-service credit as set forth in Article 5 of the CBA. The parties further agree that such payment shall be made within thirty (30) calendar days of the end of the mentoring assignment and the submission of timesheets showing time worked. Such payment shall be prorated as appropriate for mentoring assignments that are not completed.

6. PREPARATION TIME AND PROFESSIONAL RESPONSIBILITIES

High School

In the High School, classes are organized into 80-minute instructional periods meeting every other day. Each day has four 80-minute blocks with a 40-minute period in the middle of the day. In the items below, the 80-minute instructional period is referred to as a block.

It is understood:

- 1. Teachers cannot teach more than three blocks on any given day.
- 2. Teachers will not have any duties on those days when they teach three blocks.
- 3. Within the master schedule of eight blocks, one of those blocks will be assigned for professional duties and a separate block will be assigned for preparation time. Professional time and preparation time must be continuous within each of the assigned blocks.
- 4. When high school teachers receive their master schedule with their teaching assignments, it will designate what blocks are reserved for their professional and preparation periods. Coverages cannot be assigned during the designated preparation period.

5. Specials will not teach more than three blocks on any day of the schedule.
6. Every effort will be made to ensure that teachers on any day other than those with three instructional blocks will have a maximum of one 40-minute duty.
7. Academic Intervention Services will be treated as regular instruction and will be delivered during the regular instructional day.

Middle School

When Middle School teachers receive their master schedule with their teaching assignments, it will designate their professional and preparation periods. Coverages cannot be assigned during the designated preparation period.

A minimum of forty (40) minutes per day of continuous time during the regular instructional day is to be used as preparation time. Additionally, a minimum of forty (40) minutes per day of continuous time during the regular instructional day is to be used for professional responsibilities.

In grades 5-8, Academic Intervention Services will be treated as regular instruction and will be delivered during the regular instructional day.

Hillside

A minimum of three hundred eighteen (318) minutes per six day cycle with a minimum of thirty (30) minutes per day of continuous time during the regular instructional day is to be used as preparation time. Each teacher shall receive an uninterrupted lunch period each day. There are to be no duties at Hillside.

Definitions

Academic Intervention Services (AIS) - AIS will be treated as regular instruction and will be delivered during the regular instructional day.

Preparation time-Time used by teachers to prepare for teaching assignments.

Professional responsibilities-Time used by teachers to carry out professional responsibilities including, but not limited to, attendance and disciplinary reports, meetings with teachers, administrators, and other staff members, student and parent conferences, makeup testing, extra help for students, program evaluation, assembly and class trip preparation.

7. TEACHER PERSONNEL FILE

- A. Material originating after employment shall be placed in a teacher's personnel file only after a teacher has had the opportunity to review the material, submit a written notation regarding such material and have the notation attached to the file copy of the material in question.
- B. Before material is placed in a teacher's personnel file, a copy will first be given to the teacher.

- C. Any material critical of a teacher shall promptly be called to the attention of the teacher.
 - D. A teacher shall have the right to review the contents of his or her personnel file originating after original employment and to have a representative of the Association accompany him or her in such review.
 - E. If a teacher is requested to sign material to be placed in his or her file, such signature shall be understood to indicate his or her awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.
 - F. No material in the teacher's personnel file will be shown to anyone outside of the District Administrators or to the Board without the express written consent of the individual teacher involved.
 - G. All material critical of a teacher that originates from sources other than the District's management personnel, will be removed from the teacher's file after three (3) years.
 - H. The teacher shall have the right to question the factual accuracy of any derogatory material. Where any such question is raised, said material will not become part of the personnel file, unless the Superintendent, after investigation, has verified that the material is accurate.
8. **SUMMER SCHOOL APPOINTMENT** Teachers from the Hastings School District shall be given the first opportunity to apply when the summer school is run by the Hastings School District. The Board in its sole discretion shall make the final decision as to who is appointed to teach a course in summer school.
9. **SUMMER SCHOOL SICK LEAVE** Each teacher in summer school shall be entitled to one paid sick day.
10. **TEACHER EVALUATION** The Board, the Administration and the teachers all recognize the great importance to students, present and future, to the teaching profession, to the Hastings schools and teaching staff and to the community, of proper evaluation and training of, and, ultimately the granting of tenure to, probationary teachers and the proper evaluation of tenured teachers. The overall goal must be to grant tenure only to teachers who are highly qualified to be members of the teaching profession and to ensure that tenured teachers continue to perform at high levels. Every effort must be made, however, to assure that teachers get a fair opportunity to demonstrate their abilities and to correct any deficiencies.

With these objectives in mind, the school will adopt a teacher evaluation policy (see Appendix 1), which will provide the following minimum:

- A. If at any time during the probationary period, up until and including the recommendation for tenure, the Superintendent is requested by a teacher on probationary status to provide reasons for a negative recommendation regarding employment for the next employment period, the teacher may request the formation of an impartial advisory panel to review said reasons and to make a supplementary report to the Superintendent

with independent recommendations. This procedure shall also apply in case the Superintendent recommends continued employment and the Board rejects that recommendation.

- B. The panel shall be composed of three members; one to be selected by the Hastings Teachers Association, one by the Superintendent or designee, and a third to be by the other two. If those two fail to agree, a request shall be made to the AAA appointment of the third member from the expedited panel. Whenever possible, such review shall be completed within fifteen (15) working days from the time of the first meeting of the panel. All findings of the panel shall be placed in the teachers personnel file with the opportunity provided for rebuttal as in the case of the Superintendent's recommendation. The panel's recommendation to the Superintendent and the Board shall be advisory in nature. In any event, the decision of the Board shall be final.
- C. The district, after consultation with the teachers, will adopt a teacher evaluation policy (see Appendix 1) which will provide the following minimum:
 - 1. Immediately upon assuming duties in the school district and before any formal observations are conducted, first year probationary teachers shall meet with Administrators to be oriented as to the nature of their professional duties and the major features of the evaluation process. The Superintendent shall make at least one observation of probationary teachers during the first or second year.
 - 2. Each probationary teacher shall be observed by a member of the Administrative staff at the level of Assistant Principal or above, at least three (3) times each year, and at least one of these observations shall be for substantially a full class period (normal 40 minutes).
 - 3. If the Superintendent decides not to recommend tenure for a probationary teacher, and prior to the end of the probationary period of the teachers service, no indication has been given to him or her that his services are less than satisfactory, the Superintendent, or in his absence, the Acting Superintendent, before submitting his list of tenure recommendations to the Board that year, shall personally observe such teacher at work in the classroom for at least substantially one full class period.
 - 4. A probationary teacher denied tenure shall be given the reasons therefore by the Superintendent (teacher will be offered the ability to have an Association representative at said meeting). Such teacher, upon request, shall be permitted to appear before the Board with an Association representative for the purpose of obtaining a Board review of the issue. This review will be in a closed session of the Board. The teacher will receive an answer from the Board within two weeks of the above-mentioned review.
 - 5. If a probationary teacher is not to be recommended for tenure by the Superintendent, such teacher must be notified thereof by March 1. Each person who is not to be recommended for appointment on tenure shall be so notified by the Superintendent of Schools in accordance with existing statutes.

The Board expresses its very strong desire that any teacher evaluation policy, including the foregoing minimum, be fully and actively followed in spirit and in letter, and pledges to do its best to assure the implementation of that policy. However, notwithstanding the foregoing provisions above, given the Board's overriding responsibility and the concern for the education of our children over the decades following the granting of tenure to a teacher, the Board shall have the right to deny tenure to any teacher when, in its sole judgment, such denial is in the best interests of the education of the children.

11. SALARY PAYMENTS

Teachers are to be paid 1/26th of their annual salary every other week from September through June, and the remaining salary at the end of June.

A teacher, if he or she so elects, will have the option of receiving with his or her last salary check in January, an additional 2/26th of his or her annual salary; the last salary check of the school year shall then include the remainder of salary due him or her under this option.

To avail himself or herself of this option, a teacher shall notify the Superintendent in writing by January 1st of the year in which he or she elects the option.

A teacher may elect to receive 1/10th of his or her annual salary for each full month of service and to receive such 1/10th on the last working day of each month.

12. SALARY CREDIT FOR GRADUATE, UNDERGRADUATE AND IN-SERVICE COURSES

- A. Teachers are to receive salary increases for successful completion of approved graduate, undergraduate and in-service courses as specified on the salary schedule. Courses completed prior to a teacher's initial employment in the District, not approved for salary credit at the time of initial employment, shall not be eligible subsequently for such credit. A teacher who earns a new degree will be changed on the salary schedule beginning with the first full month of services after written notification and certified college records are submitted to the Superintendent of Schools. Changes in salary status because of additional training will be made only at the beginning of the school year in September. Teachers eligible for such adjustments must submit before September 30th of each year written application for such adjustments with notification of credits earned; certified college records are to be submitted as soon as possible thereafter. All other changes in salary status under this section will be made at the beginning of the following school year.
- B. In order to receive approval, a written application should be submitted prior to the commencement of such course to the department head, faculty group chairman or team leader in a particular school, then the school principal and the Superintendent. The final decision shall be made by the Superintendent. All transcripts for fall column advancement must be received by the District no later than October 1.
- C. In order to secure approval, it should be indicated in writing on the application form that the course:

1. Provides instruction in an area presently part of the teacher's teaching program, or in an area that the teacher can demonstrate will be part of his or her instructional program in the near future at Hastings.
 2. Must be shown not to be part of the teacher's prior academic training.
 3. Should the Superintendent disapprove a course, the teacher may request the Professional Standards Committee (P.S.C.) to review the application. At this time the teacher will appear before the P.S.C. to discuss the application. The P.S.C. then will vote and make a recommendation to the Superintendent either supporting disapproval or requesting that the Superintendent review his prior response to the application in the light of certain opinions of the P.S.C. The opinion of the Superintendent, however, will be final and binding.
 4. Credits for on-line courses for salary advancement will be granted for courses that meet accepted standards for professional development. Credit for on-line courses will be granted for courses that are from regionally/nationally accredited colleges and universities (DPOE recognized and/or CHEA recognized and/or NCATE or CAEP accredited) and/or programs with CEU credit and/or programs like New York's Teachers Centers, NYSUT, and/or other professional organizations (ie. New York State Art Teachers Association, National Council of Teachers of Mathematics, etc.). All other on-line courses will be subject to investigation and approval.
- D. College courses for teachers, once approved by the Superintendent, cannot be used in more than one application to the salary schedule. (More than one application means for column advancement more than once.) College units accrued prior to an advanced degree but not a part of the degree program per se and which have not been applied to the salary schedule may be used for possible application to the salary schedule upon submission to and approval of the Superintendent. College units previously approved which have not been applied to the salary schedule may also be so used. Such courses must be shown to be part of the teachers current assignment. All courses must be verified by the Superintendent with official transcripts and prior to any actual movement on the salary schedule must be approved by the Superintendent as complying with the provisions of this Article.
- E. Beginning on July 1, 2020, all members can advance one (1) column for salary advancement per year. Except in the case of advancement for Masters Degrees, NBCT and DR.

13. **BENEFIT FUND**

The Board shall make a lump payment to the Hastings Teachers Association Benefit Fund, representing the total payment for the entire bargaining unit, in the following amount.

2022-2023	\$370,000
2023-2024	\$395,000
2024-2025	\$410,000

These monies shall be transmitted to the Hastings Teachers Association Benefit Fund no later than October 15th of the appropriate funding year.

These monies shall be used to purchase benefits - such as dental plan, optical plan, increase other benefits, etc.

The external audit of the Benefit Fund will be provided to the District.

SICK LEAVE

A. Teachers hired on or before June 30, 2010 with more than five years of service in the District

Each teacher with more than five years of service in the School District shall be paid for days thereafter lost due to illness, up to 180 school days effective as of September 1, 1968, and this right shall automatically be granted to teachers who thereafter acquire more than five years of service in the District effective upon the date in which the teacher acquires more than five years of service in the District.

Salary paid to a teacher during sick leave shall be the amount which that teacher would have received for all of his or her services had he or she continued to work as scheduled at the time he or she became ill except that if, as a result of his or her illness, it becomes necessary to pay someone else to perform any work which the ill teacher has been scheduled to perform and for which payment is made in addition to the teachers basic salary for teaching, then the amount of salary paid to such teacher during the school year during which such illness occurs shall be reduced in the amount of such payment to such other person, but shall not be reduced by more than the amount of additional salary which the teacher was scheduled to be paid for such other work.

The 180 days of sick leave shall be reduced by one day for each day of sick leave taken. In the event that the 180 days of sick leave granted to any teacher is reduced pursuant thereto, the right to take sick leave shall be re-accumulated, up to a maximum of 180 days, at the rate of 10 days for each full school year thereafter during which that teacher carried out his or her assigned duties. In the event that any teacher takes sick leave for ten consecutive school days at any time or 40 school days in the aggregate during any period of 90 consecutive school days, the Board may, if it so elects, require that the teacher's doctor consult with and advise doctors selected by the Board and thereafter, if the Board so elects, it may require the teacher to be examined by doctors selected by the Board.

Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond five (5) consecutive working days. Teachers may be asked to adhere to the same requirement for any sick day taken immediately prior to or immediately following any school break week. Sick days can be taken in increments of a half-day or a full day.

B. Teachers hired on or after July 1, 2010

1. Each teacher commencing employment on or after July 1, 2010 shall accumulate sick days according to the following schedule:

Accrual rate for the first 12 years	Potential accumulation
15 days for the first year	
15 days for the second year	30 days
18 days for the third year	48 days
18 days for the fourth year	66 days
18 days for the fifth year	84 days
18 days for the sixth year	102 days
15 days for the seventh year	117 days
15 days for the eighth year	132 days
15 days for the ninth year	147 days
15 days for the tenth year	162 days
25 days for the eleventh year	Up to 180 days
25 days for the twelfth year	Up to 180 days

Thereafter, the terms of Paragraph 14.A shall apply. It is understood that teachers hired between July 1, 2010 and June 30, 2018 will not be awarded this sick day accumulation retroactively. This accumulation begins on July 1, 2018 and coincides with the change in family illness (Clause 15.C).

These days will be issued on September 1st of the school year during which that teacher carries out his or her assigned duties. A teacher may accumulate one hundred eighty (180) days of sick leave during the first twelve (12) years of service in the District.

In the event that the 180 days sick leave granted to any teacher is reduced pursuant thereto, the right to take sick leave shall be re-accumulated up to a maximum of 180 days at the rate of ten (10) days for each full school year thereafter during which that teacher carried out his or her assigned duties.

2. Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond five (5) consecutive working days. Teachers may be asked to adhere to the same requirement for any sick day taken immediately prior to or immediately following any school break week. Sick days can be taken in increments of a half-day or a full day.

3. Sick Leave Bank

A Sick Leave Bank (SLB) shall be established to provide income protection to tenured teachers with thirteen (13) years of service or less in the District in the event of long-term catastrophic illness or injury. Tenured teachers hired on or after July 1, 2010 will be eligible to use the Sick Leave Bank in the first twelve years of service to the district.

Definitions

- a) Eligible Teacher-tenured member of the bargaining unit with thirteen (13) years of service in the District or less.

- a) Committee-the group of individuals appointed to administer the SLB, as herein provided.
- b) Withdrawal Request-a form approved by the Committee for eligible teachers to sign when applying for Benefit Leave.

Composition and Responsibilities of Committee

The committee shall:

- a) Consist of two (2) teachers appointed by the HTA. The method of selection, terms of office, and other similar issues shall, with respect to each such teacher, be determined by, and the responsibility of, the HTA. to administrators appointed by the Superintendent shall serve as the Superintendent's representatives on the Committee.
- b) The authority of the Committee is limited to the express terms set forth herein. The Committee shall inform the Superintendent of all decisions.
- c) Prepare appropriate forms for Leave Day Withdrawal Request; arrange for duplication and distribution thereof so as to assure their availability to all who are entitled to receive them.
- d) Review and pass upon all Leave Day Withdrawal Requests submitted to it. All forms approved by the Committee shall be forwarded promptly to the Superintendent. Any disapproval shall be returned promptly to the applicant.

Contributions

- a) The contribution required of all tenured teachers with less than thirteen (13) years of service shall be one (1) sick leave day per year, hired on or after July 1, 2010.
- a) Any full days so contributed shall be deducted from an eligible teacher's accumulated sick leave.

Withdrawals

- a) Application for withdrawals may be made by an eligible teacher only after his/her accumulated leave has been exhausted. Further, there shall be a ten (10) school day waiting period before benefits may be available which shall be compensated retroactively upon approval.
- b) Should an eligible teacher be unable to do so, a teacher's family member or an agent may prepare and file a Withdrawal Request on behalf of the eligible teacher.
- c) Each Withdrawal Request must be accompanied by a statement signed by a physician confirming the nature of the illness or injury and the anticipated duration of the resulting incapacity to attend to the eligible teacher's duties.
- d) Should the committee so request, either before or after approval of withdrawal

requests, the eligible teacher shall be required to undergo a medical review by a physician of the Committee's choice at the eligible teacher's expense. Failure to comply with such request shall result in disapproval or cancellation of the withdrawal request.

e) The Committee shall not grant a withdrawal of more than one hundred eighty (180) full days for any one (1) eligible teacher for any one (1) illness or injury. The maximum lifetime benefit available to any participant in the SLB shall be one hundred eighty (180) full days for tenured teachers with 12 years of service or less.

f) The Committee shall have the right to disapprove Sick Leave Withdrawal Requests for any appropriate reason, including any duly authenticated improper use of accumulated sick leave by eligible teachers.

Benefit Coverage

a) Upon approval for each full day of absence, the eligible teacher shall receive one full day's pay.

b) The District shall continue to pay the health insurance premiums during the period of approved absence,

c) There shall be no sick leave accrual during the period of approved absence.

Termination

Any eligible teacher's right to continue to participate in the SLB shall terminate only upon termination of the eligible teacher's employment by the District or as otherwise set forth above.

C. Part-Time Employees

Part-time employees shall receive 13 days sick leave per year. The definition of a day for a part-time teacher shall be that part of the day worked. Unused sick days shall be credited annually and shall be cumulative, not to exceed 180 days.

Salary paid to a part-time teacher during sick leave shall be the amount which that teacher would have received for all of his services had he or she continued to work as scheduled at the time he or she became ill except that if, as a result of his or her illness, it becomes necessary to pay someone else to perform any work which the ill teacher had been scheduled to perform and for which payment is made in addition to the teacher's basic salary for teaching, then the amount of salary paid to such teacher during the school year during which such illness occurs shall be reduced in the amount of such payment to such other person, but shall not be reduced by more than the amount of additional salary which the teacher was scheduled to be paid for such other work.

In the event that any teacher takes sick leave for ten consecutive school days at any time or 40 school days in the aggregate during any period of 90 consecutive school days, the Board may, if it so elects, require that the teacher's doctor consult with and advise doctors selected by the Board and thereafter, if the Board so elects, it may require the teacher to be examined by doctors selected

by the Board.

Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond five (5) consecutive working days. Teachers may be asked to adhere to the same requirement for any sick day taken immediately prior to or immediately following any school break week. Sick days can be taken in increments of a half-day or a full day.

D. Compensation Cases

Absence due to injury or illness incurred in the course of the teacher's employment as defined in the Worker's Compensation Law shall be charged against the teacher's sick leave days at the rate of one (1) day for each of the first two days of absence and at the rate of $\frac{1}{2}$ day for each day's absence after the first two days, provided the teacher shall pay to the Board the benefits received under the New York Workers Compensation Act for loss of salary during such absences. This applies from the first day's formal indication of the fact that the absence is defined in accordance with the Workers Compensation Law.

15. PERSONAL REASONS

- A. Five (5) days of personal leave may be granted each year. These days may be used for official religious observances, house closings, legal court appearances, offspring's graduation from high school or high institutions of learning, taking a child to and from college, non-traditional religious observances, family weddings, family events, events at a child's school and other cogent reasons determined by the Superintendent in a fair and consistent manner. Teachers are entitled to two (2) of these days of absence without the necessity of providing an explanation, except that no-reason days may not be taken on the last scheduled day before or the first scheduled working day after a holiday or vacation period or to extend a holiday or vacation. Except in emergencies, all personal days must be requested in writing at least two (2) days in advance of the anticipated absence.
- B. Up to five (5) school days, shall be allowed, each year, for each death in the immediate family. The immediate family shall include: mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, aunts and uncles.
- C. Up to five (5) school days shall be allowed, each year, for emergency illness in the immediate family. The immediate family shall include: mother, father, brother, sister, husband, wife, and child. Two (2) of these days will be taken from Sick Leave.
- D. Personal days may be taken in increments of half-day or full day.

16. ADDITIONAL COMPENSATION

The teachers are to be paid additional compensation for the supervision of extracurricular activities and coaching assignments in accordance with the schedule annexed to this contract as Schedule B (Exhibit B-1, Exhibit B-2 and Exhibit B-3) and made a part hereof.

The extra pay schedule for the 2022-2023, 2023-2024 and 2024-2025 school years is set forth in Schedule B which is attached to and is part of this Agreement.

17. PERSONAL PROPERTY INSURANCE

The Board agrees to maintain personal property, fire and vandalism insurance in the amount of \$500 for a single incident and \$5,000 maximum, with a provision of \$100 deductible. This is to be in excess of any other coverage which the teacher has and will be maintained as long as it is available without any increase over the current rates and there is no increase in the rates caused by the addition of this coverage. The policy covers only loss while on school premises and loss while engaged in the performance of duties pursuant to assignment.

18. HEALTH INSURANCE

- A. The Board of Education will pay the premiums for the Statewide Schools Cooperative Health Plan (SWSCHP), or comparable plan, for all teachers who wish to participate in this plan (individual, two person or family):

2022-2025 16.5% of the Premium

- B. The District established an IRS Section 125 Plan to cover health insurance premium contributions, uncovered medical expenses, and dependent care expenses. Allowable contribution for deductible medical expense is per IRS allowable amount and for dependent care the contribution is \$5,000. This plan will be reviewed annually by an appointee of the Superintendent and an appointee of the Union President to mutually determine maximum employee contributions.
- C. The Board of Education reserves the right to change health insurance carriers. However, the Board of Education agrees to give the Hastings Teachers Association one hundred twenty (120) calendar days' notice prior to a conversion. At the time of such notice, the Board of Education shall also provide details of the plan to which it proposes to change. Within sixty (60) calendar days between September 1 and June 30 of such notice, the HTA shall provide the Board with a statement as to its position on whether the new plan is equal to or better than the overall benefit schedule of the current plan. If the HTA objects to any portion of the plan it must indicate where the new plan is out of compliance. The parties will work together to resolve areas of alleged non-compliance within thirty (30) calendar days of HTA's submission. Within ninety (90) calendar days of the Board's original notice, the HTA may immediately demand expedited arbitration by submitting such a demand to either of the following two arbitrators: _____
- 1) If the HTA does not demand arbitration within the ninety (90) day period, the board may convert to the proposed plan. An arbitration date will be set by the arbitrator within thirty (30) days of submission of such demand and an award shall be rendered by the arbitrator within ten (10) days of the final date of hearing with a decision to follow thereafter. If the arbitrator determines that the proposed plan is not equal to or better than the overall benefit schedule in effect at the time of the proposed conversion, the Board shall be ordered by the arbitrator to remain in the existing plan. If the challenged portion of the proposed plan is equal to or

better than the plan in effect at the time of the proposed conversion, the Board may convert to the new plan. It is understood and agreed that moderate changes in co-pays and deductibles shall not be considered a change in the overall benefit structure.

- 2) Members of the bargaining unit who are covered under another health insurance plan through either a spouse or relative may opt to waive coverage under the Districts insurance policy for a full year by completing the appropriate form furnished by the District. In order to be eligible for this option, a member of the bargaining unit must certify that he or she has health insurance through another source other than the District. The District will pay these employees an amount equal to 50% of the net savings on individual health premiums that would be expended on their behalf, taking into account any retirement or social security that must be paid, should such be necessary.

- D. For employees hired prior to July 1, 2013 the Board of Education will pay 85% of the SWSCHP premium, or any policy which may replace SWSCHP (individual, two person or family), for retirees that have completed ten (10) years of service within the district.

For employees hired after July 1, 2013, the Board of Education will pay the following rates of SWSCHP health premium or any policy which may replace SWSCHP (individual, two person or family), for retirees that have completed years as follows and at the following rates:

- 10 years - but less than 15 years of service – 65%
- 15 years - but less than 20 years of service – 75%
- 20 years or more of service – 85%

19. **SABBATICAL LEAVES**

Sabbatical leave shall consist of several types:

- A. Leave for approved study:
 1. In an accredited college or university graduate study leading to a degree.
 2. To pursue independent study or projects, in or outside a college or university and not for degree purposes.
 3. To complete a thesis for fulfillment of degree requirements.
- B. Leave for approved travel, unrelated to reasons of health, but, where applicable, directly related to the teacher's academic field.

Eligibility:

Priority in eligibility of applicants shall be given to those who have served the district for seven or more years.

Procedure and application:

Application for leave shall be made upon a form furnished by the Superintendent. Among other data, a detailed statement of the purpose and the program which the applicant plans to carry out while on leave shall be submitted. All applications must be filed with the Superintendent on or before January 1 of the year preceding the school year in which the leave would become effective. Notification of a leave grant must be given to applicants no later than March 15th.

Compensation:

For purposes of determining eligibility for a sabbatical, it is agreed that a “sabbatical” will be defined as any one of the following: One full school year or one-half school year, or two consecutive summers, or one summer if only one summer of a summer sabbatical is granted. Payment for sabbaticals will be at the rate of: 75% of basic annual salary for a full year, 100% of basic annual salary for one-half year, and 18 ¾ % of basic annual salary for each summer of a summer sabbatical. Basic salary for teaching does not include payment for extra services such as coaching, serving as a department chairperson, etc.

20. SUMMER SABBATICALS

When a teacher requests a summer sabbatical, he or she will at that time state the number of summers, up to two consecutive summers, which he or she is requesting. In his or her explanation of the reason for requesting a sabbatical he or she will set forth in particular detail the special reasons for requesting a summer sabbatical instead of a regular sabbatical and the reason for the number of summers which he or she is requesting.

A teacher who takes a summer sabbatical would be entitled to request a new sabbatical to start seven years after the last previous summer in which he or she takes a summer sabbatical.

Granting sabbaticals still is in the discretion of the Board in accordance with present policy. The Board agrees to grant summer sabbaticals in very special occasions.

21. LEAVES OF ABSENCE WITH PAY

- A. Exchange teaching. A teacher may be granted a leave of absence of up to two years with pay to teach in another school abroad or in this country provided that the other school system agrees to furnish a teacher qualified to fill the duties of the teacher who is on leave. Upon his or her return from such leave, a teacher shall be placed at the same position on the salary schedule as he or she would have been had he or she taught in the district during such period.
- B. Teachers may be allowed additional time off with pay for other reasons when such reasons are considered valid by the Superintendent and the Board of Education.

22. LEAVES OF ABSENCE WITHOUT PAY

- A. Military leave. Military leave is available in accordance with prevailing statute.
- B. Peace Corps, Vista, National Teacher Corps. Subject to Board approval, any teacher who is on tenure may be granted a leave of absence without pay for two (2) years to work as a teacher with the Peace Corps, Vista, or National Teacher Corps. Upon his or her return, his or her salary shall be the same as he or she would have received had the period of service been spent in the district.
- C. Parental leave - a leave of absence, without pay, shall be granted to a parent/teacher for parental leave under the following conditions:
 - 1. Because of the extreme importance of continuity of instructional personnel and in order to provide the opportunity to plan for covering assignments, a teacher must notify the building principal that he/she may be requesting a leave at least 90 days before the commencement of the leave unless extenuating circumstances are determined by the Superintendent to exist.
 - 2.
 - a. This leave is not to exceed three (3) consecutive academic years. For this purpose, the academic year during which the leave begins, regardless of the exact date thereof, shall be counted as one (1) full year. The teacher shall inform the Superintendent in writing of the intent to continue the leave as originally granted, by March 1 of each year. Notice of intent to return to employment the September following the end of the leave shall be given not later than the preceding March 1.
 - b. The length of parental leave for non-tenured teachers will be two (2) years.
 - 3. Where a teacher has originally requested a leave of less than three (3) years, an extension from year to year, not to exceed a total of three (3) years, will be granted, if the Superintendent is notified, in writing, not later than March 1.
 - 4. The teacher may return to work, prior to the expiration of the leave as originally granted or extended, only by mutual agreement with the Superintendent.
 - 5. A teacher on leave may substitute in the district during the period of leave.
 - 6. Teachers returning from such leave shall retain all sick leave accumulated prior to the beginning of the leave and for salary purposes shall go to the next step without being credited for time spent on such leave.
 - 7. A teacher adopting a child shall be entitled to a leave of three (3) years commencing with the custody of said child. The teacher shall notify the building principal at the time application to adopt a child has been made.

D. Family Medical Leave Act (FMLA). Effective July 1, 2010, the employer shall designate leave as FMLA retroactive to day one (first day of employee's absence) after twenty-one (21) school days of absence as a result of a qualifying FMLA event. ("Absence" in this section is defined as 'sick' or 'illness' days.)

E. Additional leaves. Teachers may be granted a leave of absence of up to one year without pay for other reasons which shall include but not be limited to graduate study, work in another related field, travel or rest. Notice of intent to return to employment the September following the end of the leave shall be given not later than the preceding March 1st.

F. While on leave, teachers may elect to participate in all fringe benefits at their own expense. In such case, proper application shall be made to the business office and satisfactory arrangements made for the payment of the full premium at the applicable group rate.

G. Leave of Absence for other educational position

1. A member of the bargaining unit may apply for and will be granted a leave of absence without pay for duration not to exceed two years for the purpose of pursuing:
 - a. A position within the School District outside of the teacher's tenure area, either in a different teaching tenure area or an administrative tenure area within the District.
 - b. A teaching position in another school district upon relocation outside the tri- state area.
 - c. A teaching/faculty position at a college or University
2. Where a member of the bargaining unit has requested a leave of less than two years, an extension not to exceed a total of two years will be granted if the superintendent is notified of the bargaining unit member's request at least four months prior to the end of the original leave. The term of any such leave shall end on June 30 of a given school year unless, in the discretion of the Superintendent, it shall be in the best interest of the School District to end leave at a different time. The term of any such leave granted pursuant to this provision will not be reduced unless the member of the bargaining unit is removed from or resigned the position in the different tenure area prior to the end of the leave.

23. CURRICULUM ADVISORY AND STAFF DEVELOPMENT COMMITTEE

A. Curriculum Advisory Committee - The total educational program is the responsibility of the Board of Education, Administration and teachers. It is felt that to maintain a balanced, progressive educational program, both teachers and Administrators should be involved in a meaningful way in curriculum development prior to the making of a final and binding decision by the Board of Education.

Consequently, there shall be a Hastings Teachers Association - Administration Curriculum Committee that may consider, initiate and review changes that may affect the curriculum and education of the Hastings School District.

The Committee shall have the responsibility of making its recommendations regarding such changes directly to the Superintendent.

Membership in the Committee shall be determined by the Superintendent and the HTA.

This Committee shall meet at regular intervals to be determined by the Committee, or by the request of any four (4) of its members.

B. Staff Development Committee - The Staff Development Committee, a joint committee of teachers from each school, a representative from the Administration, and the Teachers Association president or designee, will meet on a regular basis to plan District Staff Development activities.

24. SERVICE PAY

Any member of the Association who:

1. Shall be not less than the minimum age permitted by the Education Law for retirement into the NYSTRS on September 1st of the calendar year of retirement, and
 - A. Shall have served in the Hastings School System as a teacher for not less than a period of 20 years, and
2. Submits a written resignation to the School Board not later than January 15th of any year, effective July 1st, which resignation shall remain irrevocable, shall, during that final year, receive as base salary an amount equal to the basic salary which he or she would otherwise have received, plus an amount (herein called "service pay") determined by multiplying the sum of \$450, by the number of years during which that person has served as a teacher in the Hastings School System. Service pay shall not be added to any individual's basic salary during any portion of his or her last year of service which is taken as sick leave.

25. PROFESSIONAL VACANCIES

All professional positions that become vacant within the school district shall be posted within all schools. Upon request, the Central Office will make available information regarding job descriptions, salaries, seniority rights and tenure rights about any job opening. This shall in no way infringe upon the Boards right to be the sole and final judge as to the selection of the best candidate.

26. ASSOCIATION RIGHTS

- A. The Association shall be allowed to hold five of its regular business meetings during the school year on designated Wednesdays, such meetings to begin no earlier than 2:45 P.M.

- B. When it is necessary for the President or his designated representative to engage in Association activities and they cannot be performed other than during school time, the Superintendent may award such time as necessary. The President or his delegate will be released from duties for up to five (5) days to attend Association conventions. The Chief Negotiator shall be given up to two (2) free days to prepare for negotiations.
- C. The President of the Association shall not be assigned to extra duties beyond his regular instruction assignments.
- D. Space will be provided for an Association telephone. The space to be designated by the Superintendent.

27. SEVERANCE PAY

A tenured teacher, released from the School District, shall receive severance pay in the amount of one week's salary for each year of employment up to a maximum of ten (10) weeks salary.

Teachers who are dismissed for just cause, teachers who resign during the school year to accept another position, and teachers who retire, will be exempt from this clause.

Probationary teachers who are terminated because of an abolition of position will receive severance pay in the amount of one week's salary for each year of employment. The week's salary in this section shall be taken from Exhibit "A-1, A-1a or A-2" if terminated prior to July 1, 2018 or from Exhibit "A-3, A-3a or A-4" if terminated prior to July 1, 2019, or from Exhibit "A-5, A-5a or A-6" if terminated prior to July 1, 2020.

28. PROFESSIONAL STAFF SALARIES

- A. All professional staff covered by this Agreement are to be paid salaries in accordance with the salary schedules annexed hereto.
 - i. For the 2022-2023 school year, effective July 1, 2022, a 1.50% increase shall be applied to all steps of salary schedules I and II.
 - ii. For the 2023-2024 school year, effective July 1, 2023, a 1.50% increase shall be applied to all steps of salary schedules I and II.
 - iii. For the 2024-2025 school year, effective July 1, 2024, a 1.50% increase shall be applied to all steps of salary schedules I and II.
- B. Schedule B shall be increased as follows: 2022-2023 school year, effective July 1, 2022, a 1.50% increase; for 2023-2024 school year, effective July 1, 2023, a 1.50% increase; 2024-2025 school year, effective July 1, 2024, a 1.50% increase.

Further the addition of any new positions to Schedule B and modifications of up to 5 existing titles therein shall be reviewed by a committee chosen by the Superintendent and the President of the Association no later than June 30.

- C. Pay for summer institute, summer school and summer project work will be at the rate of 1/200th of MA 1 per day. (Hourly rate = Daily rate divided by 6 hours).

- D. In the event that the Board wishes to have a student instructed at home after the normal school day, the teacher shall be compensated at the rate of 1/200th of MA 1 per day of instruction (Hourly rate = Daily rate divided by 6 hours).
- E. Career Increments
1. Career increments - Change notes to Teacher Salary Base accordingly:
- Note 1 - In addition to the above, beginning on July 1, 2016 the following salary lanes will be eliminated: (BA30, BA40, BA50, BA60, MA20, MA40, MA50). The following lanes will be added to the salary guides: (MA 15, MA45, MA75).
- Note 2 - As of July 1, 2016, there will be two salary schedules, denoted Schedule I and Schedule II. Schedule I represents a continuation of the July 1, 2015, lane structure. Schedule II represents a new lane structure. Current employees (on payroll as of June 10, 2015) may stay on Schedule I indefinitely. Employees who choose apply credits toward lane changes must do so according to Schedule II as of July 1, 2016.
- Note 3 - Effective July 1, 2016, anyone who has moved to the new MA75 lane will have their claimed credits above MA60 reset to zero. Any new credits earned will not be pensionable unless they lead to another lane change, i.e. MA75 to Dr.
- Note 4 - Effective July 1, 2016, any teacher who has reached the Dr. lane will have their claimed credits reset to zero. Any new credits earned will not be pensionable.
- Note 5-8 - Career Increment for Notes 5-8 will be increased 1.50% for 2022-2023, 1.50% for 2023-2024 and 1.50% for 2024-2025 (reflected in the Salary Schedule).
- Note 9 - Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
- a. Salary payment for each such credit shall be paid for only seven years.
- Note 10 - Professional increment - one time payment of \$300 to employees between steps 4-15 who have completed three years of service. The one-time payment of \$300 will apply only to those employed prior to September 2001.
- Note 11- Any teacher who has earned National Board Certification will be placed on the MA 75 column.

F. Step Advancement

Teachers qualify for step advancement by working more than $\frac{1}{4}$ of the academic

year. For example, using the 2015-2016 school calendar of 186 teacher work days, $\frac{1}{4}$ equals 46.5 days. A teacher would have to work 47 non-consecutive days in order to receive a step advancement. Any teacher working less than 47 days would not be eligible for step advancement. These increments are listed on the salary schedules and noted as Exhibit A-1, Exhibit A-2 and Exhibit A-3.

1. BA schedule (columns I through IIC):

District teachers will receive the career increment upon reaching Step 15 if they are beginning at least their tenth (10th) year of service to the District. District teachers will receive the career increment upon reaching Step 20 if they are beginning at least their twentieth (20th) year of service to the District.

2. MA/Doctorate schedule (Columns III through VI):

District teachers will receive the career increment upon reaching Step 16 if they are beginning at least their eleventh (11th) year of service to the District. District teachers will receive the career increment upon reaching Step 18 if they are beginning at least their fifteenth (15th) year of service to the District. District teachers will receive the career increment upon reaching Step 20 if they are beginning at least their twentieth (20th) year of service to the District.

3. Effective July 1, 1988 for all teachers in the district, "Years of Service" shall mean service with the Hastings-on-Hudson Union Free School District only.

29. **GREIVANCE PROCEDURE**

Section I - Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances through procedures under which members of the recognized unit and/or the Association may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education (hereinafter sometimes referred to as the Board) and its teachers 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.

Section II - Definitions

- 2.1 A Grievance is a claim by an aggrieved party that there has been a violation, misinterpretation, or improper application of the provisions of this agreement.
- 2.2 The term Supervisor shall mean any department chairman, principal, assistant principal, immediate superior, or other administrative or supervisory officer

responsible for the area in which an alleged grievance arises except for the chief executive officer.

- 2.3 The Chief School Officer is the Superintendent of Schools.
- 2.4 Association shall mean Hastings Teachers Association.
- 2.5 Aggrieved Party shall mean the Association and/or any person or group of persons in the negotiating unit filing a grievance.
- 2.6 Party in Interest shall mean any party named in a grievance who is not the aggrieved party.
- 2.7 Hearing Officer shall mean any individual or Board charged with the duty of rendering decisions at any stage on grievances hereunder.
- 2.8 "Teacher" shall mean the Association, an individual or a group of teachers who is alleging the violation or who is similarly affected by the grievance.
- 2.9 "Days" shall mean days on which teachers are required to be in school.

Section III - Procedures

- 3.1 Except at the informal stage, all grievances shall include the name and position of the aggrieved party, the provision of this agreement, etc., involved in the grievance and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- 3.2 Except for the informal decisions at Stage IA, 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 teacher and the Association.
- 3.3 If a grievance affects a group of teachers or appears to the Association to be associated with system-wide policies, it may be submitted by the Association directly at Stage 2 described below.
- 3.4 The Board of Education and the Association agree to facilitate investigation which may be required and to make available any and all materials and relevant documents, communications and records concerning the alleged grievance.
- 3.5 At the Board stage an aggrieved party and any party in interest shall have the right to confront and cross-examine all witnesses called against him or her, to testify and to call witnesses on his or her own behalf and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
- 3.6 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 other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

- 3.7 Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations and other necessary documents, will be developed by the Association. The Chief Executive Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure. (Printing costs will be shared.)
- 3.8 All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 3.9 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 said matter informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.
- 3.10 The grievant may choose whomever he or she wishes to represent him or her at Stages I, II and III of this procedure, except that such representative may not be a representative of a competing employee organization.
- 3.11 Any teacher to whom Stage I does not apply shall have immediate recourse to Stage II of the grievance procedure.

Section IV - Time Limits

- 4.1 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.
- 4.2 No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
- 4.3 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.
- 4.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his or her 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.
- 4.5 In the event a grievance is filed on or after June 1, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro rata so

that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as possible.

Section V - Stages of Grievance

5.1 Stage 1: Supervisor

- a) A teacher having a grievance will discuss it with his or her supervisor, either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties in interest but, in arriving at his or her decision, will not consider any material or statements offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his or her representative present. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.
- b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within ten (10) school days after the written grievance is presented to him or her, the supervisor shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon, in writing, and present it to the teacher, his/her representative and the Association.

5.2 Stage 2: Chief Executive Officer

- a) If the teacher initiating the grievance and/or the Association are not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision at Stage 1 with the Chief Executive Officer may be filed within ten (10) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.
- b) Within ten (10) school days after receipt of the appeal, the Chief Executive Officer, or his duly authorized representative shall hold a hearing with the teacher, his or her representative and all other parties in interest.
- c) The Chief Executive Officer shall render a decision in writing to the teacher, his or her representative and the Association within ten (10) school days after the conclusion of the hearing.

5.3 Stage 3: Board of Education

- a) If the teacher and/or the Association are not satisfied with the decision at Stage 2, an appeal may be filed 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 Chief Executive Officer may be available for the Board of Education.
- b) Within ten (10) school days after receipt of an appeal, the Board of Education or a committee thereof shall hold a hearing on the grievance. The hearing shall be conducted in executive session.

- c) Within ten (10) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the grievant and all parties in interest.

5.4 Stage 4: Arbitration

- a) If the Association is not satisfied with the decision of the case at Stage 3, or if no decision has been rendered within ten (10) school days, the Association may within ten (10) school days of the Board's decision or twenty (20) school days of its meeting with the Board, submit the grievance to arbitration by written notice to the Board. A demand for arbitration must be filed with the American Arbitration Association within twenty (20) school days of the Board's decision at Stage 3.
- b) After the demand for arbitration has been made, the parties agree to be bound by the Rules of the American Arbitration Association.
- c) The Expedited Labor Arbitration Rules of the American Arbitration Association will be used upon mutual agreement.
- d) The power of the arbitrator stems from this agreement and his or her function is to pass upon alleged violations of this agreement and any disputes with respect to its meaning or application. He or she shall have no power to add to, subtract from or modify any of the terms of this agreement, nor shall he or she have any power or authority to make any decision that requires the commission of any act prohibited by law or that is violate of any of the terms of this Agreement. However, none of the above shall be interpreted so as to prohibit the arbitrator from determining an appropriate remedy if he or she finds a violation of the agreement.
- e) The decision of the arbitrator shall be submitted to the Board and the Association, and subject to law, shall be final and binding on all parties to the proceeding during the duration of this Agreement.
- f) The Board and the Association agree that they will be bound by arbitrators' decision previously rendered in all substantially similar situations.
- g) Should any costs arise for the services of an arbitrator, they shall be borne equally by the Board and the Association.

30. **NOTIFICATION OF ASSIGNMENT**

As early as possible and desirably prior to the 1st of June, teachers will be informed of their assignments for the following September. Notification will include the following information:

1. Subject(s) to be taught;
2. Grades of subjects to be taught;

3. Specialized duties or assignments including homeroom, or other educationally oriented tasks;
4. Any additional available and necessary information which the teacher might reasonably require in making plans for the assumption of the responsibilities of the assignment.

If there is a significant last minute change, a conference between the principal and the teacher will take place to discuss the change.

31. COMPOUND SESSIONS

In the event of double session, split sessions, overlapping sessions or any other sessions other than those covered by this agreement, all attendant working conditions will be re-defined only by mutual agreement.

32. SAVINGS CLAUSE

If any provision of this contract shall be held contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. Substitute provisions shall be negotiated by the parties in such a manner as to retain the equities of the original provision. All other provisions of the contract shall continue in effect.

33. LUNCHTIME DUTIES

Cafeteria duty will be supervised by one individual at Hillside only if there is a teacher volunteer, two per lunch period at the Middle School, and one at the High School as per Schedule B. Exceptions will be mutually agreed upon by the Association and the Administration.

34. NO DISCRIMINATION

As per its obligations under law, the Board of Education agrees that it will not discriminate on the basis of race, gender, religion, age, sexual orientation, marital status and national origin. Nothing in the foregoing sentence, however, shall operate to deprive the Board of any rights it may have under the New York State Teachers Retirement System Law.

35. JOB SECURITY

A teacher who has been excessed due to the elimination of positions may submit an application for a vacant position(s) in the District at the time of his or her excessing provided that he or she possesses adequate preparation for the position(s) in question and is also in possession of an appropriate teaching certificate. Notice of available positions will be given directly to excessed teachers as they become known to the District. Applications by interested teachers must be made within ten (10) school days of such notice.

An excessed teacher who indicates an interest in vacant positions and who is qualified as set forth above will be given first consideration for the vacant positions for which he or she has shown an interest. If the excessed teacher is not hired into a vacancy he or she will be provided first opportunity for per diem substitute service.

36. STUDENT DISCIPLINE

A teacher may refer to the building principal or his or her designated representative any pupil whose conduct disrupts the learning process of the class. As soon as possible and, when feasible, no later than one full school day after such referral is made, the teacher initiating the referral shall present to the principal a written report of the incident. Within 10 school days the principal shall inform the teacher of the disposition of the incident.

37. DUES DEDUCTION AND AGENCY SHOP

A. Dues Deduction

Dues deduction as authorized and certified by the HTA shall be continuous unless revoked by the member of the bargaining unit. HTA members will pay their dues via payroll deduction, unless notified by an authorized statement signed by the HTA member. All payroll deduction exemption notifications must be submitted to the HTA Treasurer.

1. The District agrees to remit to the HTA all monies deducted within a month after said deductions are made. The HTA agrees to indemnify the District and save it harmless from liability that may arise from deductions made pursuant this provision. The HTA shall notify the District annually of the amount to be deducted for each member.
2. Payroll deduction of HTA dues will begin on the second payroll date and continue for 10 consecutive pay periods. Any teacher beginning their assignment after the start of the school year (i.e. Leave Replacements, teacher returning from leave, or substitute teachers becoming bargaining unit members) shall have their HTA dues deducted beginning with their second pay period.
3. HTA member contributions for VOTE-COPE will be collected biannually – January and June – via payroll deduction, unless notified by an authorized statement signed by the HTA member. VOTE-COPE contributions will appear as a separate line item for payroll processing purposes.

B. Agency Shop

The District shall deduct from the wage or salary of employees in the bargaining unit represented by the Hastings Teachers Association who are not members of the Hastings Teachers Association/New York State United Teachers/and American Federation of Teachers the amount equivalent to the dues levied by the Hastings Teachers Association, New York State United Teachers/and American Federation of Teachers and shall transmit the sum so deducted to the Hastings Teachers Association, in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The monies so deducted shall be transmitted to the Association at the same time and in the same manner as dues deducted from the Association members.

1. The Hastings Teachers Association affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York.
2. The Association agrees to indemnify the District and save it harmless from liability that may arise from refunds of agency shop fee deductions made pursuant to this provision.
3. The Association shall notify the District annually of the amount equivalent to the annual unified dues to be deducted for each non-member.

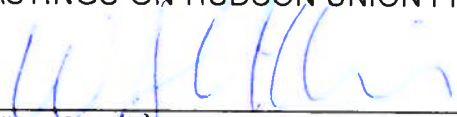
38. DURATION

This agreement shall become effective on July 1, 2022 and shall remain in effect through June 30, 2025. Thereafter, it shall continue in effect unless and until amended or superseded. Any amendments to the Agreement must be in writing and signed by both parties.

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, this Agreement has been signed on the date below written.


HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT



William S. McKersie, Ph.D., Superintendent
Hastings-on-Hudson U.F.S.D.



Date



Alexander Dal Piaz, Board President
Hastings-on-Hudson U.F.S.D.



Date


HASTINGS TEACHERS ASSOCIATION



Nate Morgan, President



Date



Gregory Stephens, Chief Negotiator



Date

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2022 - 2023

Step	I BA	IA BA + 10	IB BA + 20	II BA + 30	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	60,154	61,539	62,917	64,319	66,558	68,692	70,822	72,955	75,089	77,218	79,358	82,802
2	62,818	64,213	65,604	66,976	69,764	71,888	74,024	76,164	78,297	80,431	82,562	86,017
3	65,504	66,875	68,257	69,644	72,955	75,089	77,218	79,358	81,486	83,631	85,762	89,206
4	68,159	69,539	70,929	72,321	76,164	78,297	80,431	82,562	84,703	86,836	88,966	92,414
5	70,822	72,212	73,591	74,986	79,358	81,484	83,631	85,762	87,896	90,036	92,173	95,614
6	72,955	74,348	75,725	77,118	82,562	84,705	86,836	88,966	91,099	93,226	95,361	98,809
7	75,089	76,483	77,865	79,250	85,762	87,891	90,036	92,173	94,299	96,434	98,562	102,023
8	77,218	78,613	79,992	81,389	88,966	91,099	93,226	95,361	97,495	99,636	101,776	105,232
9	79,358	80,751	82,129	83,527	92,173	94,300	96,465	98,562	100,706	102,833	104,967	108,420
10	81,486	82,884	84,263	85,656	95,361	97,495	99,636	101,776	103,917	106,035	108,175	111,621
11	83,631	85,014	86,404	87,783	98,562	100,706	102,833	104,962	107,105	109,232	111,377	114,827
12	86,881	88,273	89,653	91,035	101,776	103,917	106,035	108,175	110,306	112,443	114,562	118,031
13					104,967	107,105	109,232	111,377	113,510	115,645	117,731	121,224
14					108,175	110,306	112,443	114,562	116,716	118,848	120,984	124,438
15					112,882	115,041	117,209	119,365	121,543	123,705	125,872	129,354
16					115,236	117,407	119,593	121,767	123,960	126,133	128,317	131,814
17					117,589	119,775	121,977	124,166	126,373	128,559	130,761	134,271
18					121,220	123,453	125,698	127,930	130,182	132,413	134,659	138,213
19												
20												

Notes to Teacher Salary Base 2022- 2023

1. Career increment Col. I through Col. IIC is \$1258, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$2278, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$3698, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$4714, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$5729, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$6282, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2022 - 2023

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	60,154	61,539	62,917	66,558	68,692	69,757	72,955	76,154	79,358	82,234	82,802
2	62,818	64,213	65,604	69,764	71,888	72,955	76,164	79,363	82,562	85,440	86,017
3	65,504	66,875	68,257	72,955	75,089	76,154	79,358	82,559	85,762	88,640	89,206
4	68,159	69,539	70,929	76,164	78,297	79,363	82,562	85,770	88,966	91,842	92,414
5	70,822	72,212	73,591	79,358	81,484	82,558	85,762	88,967	92,173	95,052	95,614
6	72,955	74,348	75,725	82,562	84,705	85,771	88,966	92,162	95,361	98,238	98,809
7	75,089	76,483	77,865	85,762	87,891	88,965	92,173	95,368	98,562	101,438	102,023
8	77,218	78,613	79,992	88,966	91,099	92,162	95,361	98,565	101,776	104,654	105,232
9	79,358	80,751	82,129	92,173	94,300	95,383	98,562	101,770	104,967	107,844	108,420
10	81,486	82,884	84,263	95,361	97,495	98,565	101,776	104,976	108,175	111,052	111,621
11	83,631	85,014	86,404	98,562	100,706	101,770	104,962	108,170	111,377	114,254	114,827
12	86,881	88,273	89,653	101,776	103,917	104,976	108,175	111,374	114,562	117,440	118,031
13				104,967	107,105	108,170	111,377	114,578	117,731	120,608	121,224
14				108,175	110,306	111,374	114,562	117,783	120,984	123,860	124,438
15				112,882	115,041	116,126	119,365	122,626	125,872	128,749	129,354
16				115,236	117,407	118,501	121,767	125,046	128,317	131,196	131,814
17				117,589	119,775	120,876	124,166	127,465	130,761	133,639	134,271
18				121,220	123,453	124,576	127,930	131,297	134,659	137,538	138,213
19											
20											

Notes to Teacher Salary Base 2022- 2023

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6. Career increment Col. III through Col. VI is \$4714, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$5729, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$6282, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
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HASTINGS - ON - HUDSON PUBLIC SCHOOLS**TEACHER SALARY BASE 2023- 2024**

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	61,056	62,462	63,861	67,556	69,722	71,884	74,049	76,215	78,376	80,548	84,044
2	63,760	65,176	66,588	70,810	72,966	75,134	77,306	79,471	81,637	83,800	87,307
3	66,487	67,878	69,281	74,049	76,215	78,376	80,548	82,708	84,885	87,048	90,544
4	69,181	70,582	71,993	77,306	79,471	81,637	83,800	85,974	88,139	90,300	93,800
5	71,884	73,295	74,695	80,548	82,706	84,885	87,048	89,214	91,387	93,556	97,048
6	74,049	75,463	76,861	83,800	85,976	88,139	90,300	92,465	94,624	96,791	100,291
7	76,215	77,630	79,033	87,048	89,209	91,387	93,556	95,713	97,881	100,040	103,553
8	78,376	79,792	81,192	90,300	92,465	94,624	96,791	98,957	101,131	103,303	106,810
9	80,548	81,962	83,361	93,556	95,715	97,912	100,040	102,217	104,375	106,542	110,046
10	82,708	84,127	85,527	96,791	98,957	101,131	103,303	105,476	107,626	109,798	113,295
11	84,885	86,289	87,700	100,040	102,217	104,375	106,536	108,712	110,870	113,048	116,549
12	88,184	89,597	90,998	103,303	105,476	107,626	109,798	111,961	114,130	116,280	119,801
13				106,542	108,712	110,870	113,048	115,213	117,380	119,497	123,042
14				109,798	111,961	114,130	116,280	118,467	120,631	122,799	126,305
15				114,575	116,767	118,967	121,155	123,366	125,561	127,760	131,294
16				116,965	119,168	121,387	123,594	125,819	128,025	130,242	133,791
17				119,353	121,572	123,807	126,028	128,269	130,487	132,722	136,285
18				123,038	125,305	127,583	129,849	132,135	134,399	136,679	140,286
19											
20											
21											

Notes to Teacher Salary Base 2023 - 2024

1. Career increment Col. I through Col. IB is \$1277, District Service -10 (step 15)
2. Career increment Col. I through Col. IB is \$2312, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VII is not additive
5. Career increment Col. III through Col. VII is \$3753, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VII is \$4785, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VII is \$5815, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VII is \$6376, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
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HASTINGS - ON - HUDSON PUBLIC SCHOOLS**TEACHER SALARY BASE 2023- 2024**

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	61,056	62,462	63,861	67,556	69,722	70,803	74,049	77,296	80,548	83,468	84,044
2	63,760	65,176	66,588	70,810	72,966	74,049	77,306	80,553	83,800	86,722	87,307
3	66,487	67,878	69,281	74,049	76,215	77,296	80,548	83,797	87,048	89,970	90,544
4	69,181	70,582	71,993	77,306	79,471	80,553	83,800	87,057	90,300	93,220	93,800
5	71,884	73,295	74,695	80,548	82,706	83,796	87,048	90,302	93,556	96,478	97,048
6	74,049	75,463	76,861	83,800	85,976	87,058	90,300	93,544	96,791	99,712	100,291
7	76,215	77,630	79,033	87,048	89,209	90,299	93,556	96,799	100,040	102,960	103,553
8	78,376	79,792	81,192	90,300	92,465	93,544	96,791	100,043	103,303	106,224	106,810
9	80,548	81,962	83,361	93,556	95,715	96,814	100,040	103,297	106,542	109,462	110,046
10	82,708	84,127	85,527	96,791	98,957	100,043	103,303	106,551	109,798	112,718	113,295
11	84,885	86,289	87,700	100,040	102,217	103,297	106,536	109,793	113,048	115,968	116,549
12	88,184	89,597	90,998	103,303	105,476	106,551	109,798	113,045	116,280	119,202	119,801
13				106,542	108,712	109,793	113,048	116,297	119,497	122,417	123,042
14				109,798	111,961	113,045	116,280	119,550	122,799	125,718	126,305
15				114,575	116,767	117,868	121,155	124,465	127,760	130,680	131,294
16				116,965	119,168	120,279	123,594	126,922	130,242	133,164	133,791
17				119,353	121,572	122,689	126,028	129,377	132,722	135,644	136,285
18				123,038	125,305	126,445	129,849	133,266	136,679	139,601	140,286
19											
20											
21											

Notes to Teacher Salary Base 2023 - 2024

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7. Career increment Col. III through Col. VII is \$5815, District Service - 20 (Step 20)
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HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2024- 2025

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	61,972	63,399	64,819	68,569	70,768	72,962	75,160	77,358	79,552	81,756	85,305
2	64,716	66,154	67,587	71,872	74,060	76,261	78,466	80,663	82,862	85,057	88,617
3	67,484	68,896	70,320	75,160	77,358	79,552	81,756	83,949	86,158	88,354	91,902
4	70,219	71,641	73,073	78,466	80,663	82,862	85,057	87,264	89,461	91,655	95,207
5	72,962	74,394	75,815	81,756	83,947	86,158	88,354	90,552	92,758	94,959	98,504
6	75,160	76,595	78,014	85,057	87,266	89,461	91,655	93,852	96,043	98,243	101,795
7	77,358	78,794	80,218	88,354	90,547	92,758	94,959	97,149	99,349	101,541	105,106
8	79,552	80,989	82,410	91,655	93,852	96,043	98,243	100,441	102,648	104,853	108,412
9	81,756	83,191	84,611	94,959	97,151	99,381	101,541	103,750	105,941	108,140	111,697
10	83,949	85,389	86,810	98,243	100,441	102,648	104,853	107,058	109,240	111,445	114,994
11	86,158	87,583	89,016	101,541	103,750	105,941	108,134	110,343	112,533	114,744	118,297
12	89,507	90,941	92,363	104,853	107,058	109,240	111,445	113,640	115,842	118,024	121,598
13				108,140	110,343	112,533	114,744	116,941	119,141	121,289	124,888
14				111,445	113,640	115,842	118,024	120,244	122,440	124,641	128,200
15				116,294	118,519	120,752	122,972	125,216	127,444	129,676	133,263
16				118,719	120,956	123,208	125,448	127,706	129,945	132,196	135,798
17				121,143	123,396	125,664	127,918	130,193	132,444	134,713	138,329
18				124,884	127,185	129,497	131,797	134,117	136,415	138,729	142,390
19											
20											
21											
22											
	910,793	927,966	945,056	1,741,110	1,780,900	1,820,763	1,860,526	1,900,436	1,940,216	1,980,015	2,044,302

Notes to Teacher Salary Base 2024 - 2025

1. Career increment Col. I through Col. IB is \$1296, District Service -10 (step 15)
2. Career increment Col. I through Col. IB is \$2347, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VII is not additive
5. Career increment Col. III through Col. VII is \$3810, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VII is \$4856, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VII is \$5902, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VII is \$6472, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2024- 2025

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	61,972	63,399	64,819	68,569	70,768	71,865	75,160	78,455	81,756	84,720	85,305
2	64,716	66,154	67,587	71,872	74,060	75,160	78,466	81,761	85,057	88,023	88,617
3	67,484	68,896	70,320	75,160	77,358	78,455	81,756	85,054	88,354	91,320	91,902
4	70,219	71,641	73,073	78,466	80,663	81,761	85,057	88,363	91,655	94,618	95,207
5	72,962	74,394	75,815	81,756	83,947	85,053	88,354	91,657	94,959	97,925	98,504
6	75,160	76,595	78,014	85,057	87,266	88,364	91,655	94,947	98,243	101,208	101,795
7	77,358	78,794	80,218	88,354	90,547	91,653	94,959	98,251	101,541	104,504	105,106
8	79,552	80,989	82,410	91,655	93,852	94,947	98,243	101,544	104,853	107,817	108,412
9	81,756	83,191	84,611	94,959	97,151	98,266	101,541	104,846	108,140	111,104	111,697
10	83,949	85,389	86,810	98,243	100,441	101,544	104,853	108,149	111,445	114,409	114,994
11	86,158	87,583	89,016	101,541	103,750	104,846	108,134	111,440	114,744	117,708	118,297
12	89,507	90,941	92,363	104,853	107,058	108,149	111,445	114,741	118,024	120,990	121,598
13				108,140	110,343	111,440	114,744	118,041	121,289	124,253	124,888
14				111,445	113,640	114,741	118,024	121,343	124,641	127,604	128,200
15				116,294	118,519	119,636	122,972	126,332	129,676	132,640	133,263
16				118,719	120,956	122,083	125,448	128,826	132,196	135,161	135,798
17				121,143	123,396	124,529	127,918	131,318	134,713	137,679	138,329
18				124,884	127,185	128,342	131,797	135,265	138,729	141,695	142,390
19											
20											
21											
22											
	910,793	927,966	945,056	1,741,110	1,780,900	1,800,834	1,860,526	1,920,333	1,980,015	2,033,378	2,044,302

Notes to Teacher Salary Base 2024 - 2025

- Career increment Col. I through Col. IB is \$1296, District Service -10 (step 15)
- Career increment Col. I through Col. IB is \$2347, District Service -20 (step 20)
- Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
- Career increment from Col. III through Col. VII is not additive
- Career increment Col. III through Col. VII is \$3810, District Service - 11 (Step 16)
- Career increment Col. III through Col. VII is \$4856, District Service - 15 (Step 18)
- Career increment Col. III through Col. VII is \$5902, District Service - 20 (Step 20)
- Career increment Col. III through Col. VII is \$6472, District Service - 25 (Step 25)
- Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - Salary payment for each such credit shall be paid for only seven years

2022-2023 SCHEDULE B POSITIONS**Extra Pay for Extra Work Agreement**

Exhibit B-1

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. For all positions that are non-sports and non-theatre related, all qualified bargaining unit members shall have a right of first refusal. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of the HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$4,689
Chair (2 or more Schools)	\$5,863
Chair, Art, K-12	\$5,863
Chair, English, 6-12	\$5,863
Chair, World Lang., K-12	\$6,678
Chair, Mathematics, 6-12	\$5,863
Chair, Music, K-12	\$5,863
Chair, PE/Health, K-12	\$5,863
Chair, Related Arts, 6-12	\$5,863
Chair, Science, 6-12	\$5,863
Chair, Social Studies	\$5,863
Chair, Special Education Department K-12	\$6,678
Web Master	\$7,357
New Teacher Mentor Coordinator	\$3,200
Director of Technology + Individual per diem rate during summer*	\$10,614
ESL Coordinator, K-12	\$5,863
Senior Alternatives Advisor (High School)	\$12,031
Librarian	\$811
Non-Violent Crisis Team Intervention Trainer (3 Positions, one each building)	\$1,280
Translator/Interpreter - (District Wide)	\$55/hour
Diversity and Inclusion Coordinator	\$6,186
Tech Director- (District Wide)	\$1,600
Middle School/High School Breakfast Supervisor	\$3,386
Arts in Education Coordinator	\$2,659
HASP Director	\$5,863
Performance Director	\$10,986
Summer Institute Coordinator	\$5,681
Clinical Supervisor	\$4,689

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,436
Audio Visual Coordinator	\$3,027	\$3,289	\$3,578	\$3,897
Makerspace Club Advisor	\$1,877	\$2,060	\$2,269	\$2,495
ESL Resource Center Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Steel Drum Director	\$1,877	\$2,060	\$2,269	\$2,495

Direct Instruction Pay: All teachers who deliver instruction outside of the school day (or beyond the instructional day) will be compensated at the hourly rate of 1/200 of salary divided by 6.

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2022-2023 the contractual hourly rate is \$55 per hour.

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-1

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$5,784
Grade 1 Coordinator	\$5,784
Grade 2 Coordinator	\$5,784
Grade 3 Coordinator	\$5,784
Grade 4 Coordinator	\$5,784
Learning Facilitator (2 positions)	\$55/hour Max. \$4000
Safety Patrol Supervisor	\$4,445
Science Facilitator	\$55/hour
Special Education Coordinator	\$5,784
Hillside Technology/Staff Developer	\$2,242
Special Area Coordinator	\$728
RTI Team Coordinator	\$1,171
Recess Supervisor (4)	\$3,656
Our Neighbors	\$1,624
Librarian	\$811

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,877	\$2,060	\$2,269	\$2,495
Affinity Group Advisor-Hillside	\$1,877	\$2,060	\$2,269	\$2,495
Elementary Director	\$2,733	\$3,012	\$3,309	\$3,645
Elementary Musical Director	\$2,733	\$3,012	\$3,309	\$3,645
Elementary Choreographer	\$1,160	\$1,276	\$1,403	\$1,543
Elementary Chorus	\$1,877	\$2,060	\$2,269	\$2,495
Elementary Dance	\$1,877	\$2,060	\$2,269	\$2,495
Elementary Post Office-per position	\$1,646	\$1,811	\$1,991	\$2,192
Student Government Advisor	\$1,646	\$1,811	\$1,991	\$2,192
Yearbook Advisor	\$2,636	\$2,903	\$3,190	\$3,500
Hillside Newspaper Advisor	\$1,317	\$1,331	\$1,448	\$1,583
Hillside Bookstore	\$1,646	\$1,811	\$1,991	\$2,192
After School Homework Help	\$1,422	\$1,608	\$1,815	\$2,041
Elementary Little Kids Rock Guitar	\$1,877	\$2,060	\$2,269	\$2,495

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$5,784
Grade 6 Coordinator	\$5,784
Grade 6/7 Coordinator	\$5,784
Grade 7 Coordinator	\$5,784
Grade 8 Coordinator	\$5,784
Coordinator of Advisory Program	\$1,681
Programming Club	\$1,500
Lunch Supervisor	\$3,656
Lunch Supervisor	\$3,656
Lunch Supervisor	\$3,656
Lunch Supervisor	\$3,656
Lunch Supervisor	\$3,656
Learning Facilitators (2 positions)	\$55/hour
MTSS Coordinator (RTI)	\$1,280
Support Team Coordinator	\$5,784
Detention Supervisor	\$55/hour
Detention Supervisor (Alt)	\$55/hour
Technology/Staff Developer	\$2,242
ID Coordinator	\$1,124
Our Neighbors	\$1,624
PBIS Coordinator	\$2,270

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Affinity Group Advisor-FMS	\$1,877	\$2,060	\$2,269	\$2,495
After School Stem Club Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Environmental Club Advisor	\$1,762	\$1,993	\$2,127	\$2,341
Jazz Band Director	\$1,611	\$1,774	\$1,949	\$2,142
Jr. Student Council Advisor -Gr. 5/6	\$2,650	\$2,872	\$3,108	\$3,382
Jr. Student Council Advisor -Gr. 7/8	\$2,650	\$2,872	\$3,108	\$3,382
Musical Director - Musical - Gr. 5	\$3,220	\$3,541	\$3,896	\$4,285
Musical Director - Musical - Gr. 6	\$3,220	\$3,541	\$3,896	\$4,285
Musical Director - Musical - Gr. 7/8	\$3,220	\$3,541	\$3,896	\$4,285
Middle School Newspaper	\$1,877	\$2,060	\$2,269	\$2,495
Director - Musical Gr. 5	\$3,220	\$3,541	\$3,896	\$4,285
Director - Musical Gr. 6	\$3,220	\$3,541	\$3,896	\$4,285
Director - Musical Gr. 7/8	\$3,220	\$3,541	\$3,896	\$4,285
Choreographer - Musical Gr. 5	\$1,160	\$1,276	\$1,403	\$1,543
Choreographer - Musical Gr. 6	\$1,160	\$1,276	\$1,403	\$1,543
Choreographer - Musical Gr. 7/8	\$1,160	\$1,276	\$1,403	\$1,543
Director - Play Gr. 7/8 *	\$3,220	\$3,541	\$3,896	\$4,285
Yearbook Advisor	\$2,636	\$2,903	\$3,190	\$3,511
Middle School Chess Club	\$1,409	\$1,549	\$1,702	\$1,876
Middle School Math Club	\$1,409	\$1,549	\$1,702	\$1,876
Middle School Debate	\$1,409	\$1,549	\$1,702	\$1,876
No Place for Hate	\$1,877	\$2,060	\$2,269	\$2,495
Activities Comptroller	\$2,650	\$2,872	\$3,108	\$3,382
Gay Straight Alliance Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Diversity Club	\$1,877	\$2,060	\$2,269	\$2,495
Select Chorus - Gr. 5/6	\$1,877	\$2,060	\$2,269	\$2,495
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,877	\$2,060	\$2,269	\$2,495
MS Book Club Advisor	\$703	\$773	\$853	\$933
Middle School Career Day	\$703	\$773	\$853	\$933
MS Knitting Club	\$703	\$773	\$853	\$933

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Director of Guidance	\$10,986
Special Education Coordinator	\$5,784
Lunch Supervisor	\$3,656
Open Gym Supervisor (HS Lunch)	\$3,656
Morning Detention Supervisor	\$3,656
Marching/Pep Band Director	\$105 per approved session
News Show (WHHS)	\$3,506
Learning Facilitators (2 positions)	\$55/hour Max. \$4000
Technology/Staff Developer	\$2,242
Technology/Staff Developer	\$2,242
Science Research Advisor	\$2,170
Book Club Advisor	\$1,086
Multicultural Book Club Advisor	\$3,200
Board Gaming Club	\$864
Garden Club Advisor (may be split)	\$2,170
Playwright Director	\$1,086
Playwright Writing Advisor	\$543
HS Olympics (may be split)	\$2,436
TV Journalism Advisor	\$55 per Hour - Max. \$4868
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$3,781
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,269

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,050	\$1,161	\$1,279	\$1,404
Grade 10 Advisor	\$1,050	\$1,161	\$1,279	\$1,404
Grade 11 Advisor	\$1,050	\$1,161	\$1,279	\$1,404
Grade 12 Advisor	\$2,108	\$2,319	\$2,555	\$2,809
Affinity Group Advisor-HHS	\$1,877	\$2,060	\$2,269	\$2,495
Students Activities Comptroller	\$4,882	\$5,370	\$5,908	\$6,496
Dance Club Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Debate Coach	\$2,993	\$3,295	\$3,622	\$3,985
Activities Director	\$3,615	\$3,965	\$4,306	\$4,662
After School Art Open Studio Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Photo Club Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Newspaper Advisor	\$2,601	\$2,854	\$3,143	\$3,389
Director - Play	\$3,220	\$3,541	\$3,896	\$4,285
Stage Manager - Play	\$1,160	\$1,276	\$1,403	\$1,543
Yearbook Advisor	\$3,872	\$4,252	\$4,685	\$5,149
Interact Club Advisor	\$1,409	\$1,549	\$1,702	\$1,876
International Club Advisor	\$1,762	\$1,993	\$2,127	\$2,341
Concert Band Director	\$1,877	\$2,060	\$2,269	\$2,495
Jazz Band Director	\$2,814	\$3,093	\$3,405	\$3,743
Literary Magazine/Writing Contest Advisor	\$3,104	\$3,360	\$3,646	\$3,892
Madrigal Choir	\$2,814	\$3,093	\$3,405	\$3,743
Moderator of Film Society	\$1,877	\$2,060	\$2,269	\$2,495
TV Studio Advisor	\$1,877	\$2,060	\$2,269	\$2,495
World of Difference Moderator MS/HS	\$1,877	\$2,060	\$2,269	\$2,495

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,104	\$3,360	\$3,646	\$3,892
High School Chess Club	\$1,409	\$1,549	\$1,702	\$1,876
Math Club Advisor	\$1,409	\$1,549	\$1,702	\$1,876
Mock Trial Advisor	\$1,409	\$1,549	\$1,702	\$1,876
Director - Musical	\$3,704	\$4,075	\$4,477	\$4,972
Musical Director - Musical	\$3,704	\$4,075	\$4,477	\$4,972
Choreographer - Musical	\$1,160	\$1,276	\$1,403	\$1,543
Academic Challenge	N/A	N/A	N/A	\$1,758
National Art Honor Society Advisor	N/A	N/A	N/A	\$1,370
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,538
Peer Counseling Advisors	\$879	\$1,031	\$1,064	\$1,168
Student Union Advisors	\$2,601	\$2,854	\$3,143	\$3,458
Thespian Honor Society Advisor + hourly chaperone	\$703	\$773	\$853	\$933
Amnesty International Advisor	\$1,762	\$1,993	\$2,127	\$2,341
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,762 *	\$1,993 *	\$2,127 *	\$2,341 *
Writing Contest Advisor	\$1,409	\$1,549	\$1,702	\$1,876
SADD Club Co-Advisors	\$1,762	\$1,999	\$2,127	\$2,341
Gay Straight Alliance Advisor	\$1,877	\$2,060	\$2,269	\$2,495
Crossing Borders Club Advisor	\$1,877	\$2,060	\$2,269	\$2,495
STEM Supervisor	\$1,409	\$1,549	\$1,702	\$1,876
Technology Group Advisor	\$1,409	\$1,549	\$1,702	\$1,876
Speaker of Other Languages Club Advisor	\$879	\$1,031	\$1,064	\$1,168
Outing Club	\$879	\$1,031	\$1,064	\$1,168
Origami Club	\$879	\$1,031	\$1,064	\$1,168
Advisor for Habitat for Humanity	\$1,762	\$1,999	\$2,127	\$2,341
Advisor to Akzo Nobel Community Advisory Panel	\$703 *	\$773 *	\$853 *	\$933 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Guidance Counselors, Psychologists and Teachers	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

SPORTS**STIPEND/STEP RANGE**

Exhibit B-1

POSITION	1-2	3-4	5-6	7-8	STIPEND
Baseball -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV	\$3,952	\$4,374	\$4,807	\$5,294	
Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Varsity Assistant Coach	\$3,952	\$4,374	\$4,807	\$5,294	
Basketball -					
Boys' Varsity - Head Coach	\$6,246	\$6,871	\$7,557	\$8,313	
Boys' JV or Assistant Coaches	\$4,688	\$5,050	\$5,668	\$6,234	
Boys' Modified "A"	\$3,360	\$3,878	\$4,015	\$4,397	
Boys' Modified "B"	\$3,360	\$3,878	\$4,015	\$4,397	
Girls' Varsity - Head Coach	\$6,246	\$6,871	\$7,557	\$8,313	
Girls' JV or Assistant Coaches	\$4,688	\$5,050	\$5,668	\$6,234	
Girls' Modified	\$3,360	\$3,878	\$4,015	\$4,397	
Field Hockey -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV	\$3,952	\$4,374	\$4,807	\$5,294	
Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Golf -					
Varsity	\$3,952	\$4,374	\$4,807	\$5,294	
JV	\$2,875	\$3,353	\$3,437	\$3,760	
Football -					
Varsity - Head Coach	\$6,246	\$6,871	\$7,557	\$8,313	
Varsity - Assistant Coaches (3)	\$4,688	\$5,050	\$5,668	\$6,234	
Modified - Head Coach	\$4,688	\$5,050	\$5,668	\$6,234	
Modified - Assistant Coach	\$3,360	\$3,878	\$4,015	\$4,397	
Gymnastics -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV	\$3,952	\$4,374	\$4,807	\$5,294	
Softball -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV	\$3,952	\$4,374	\$4,807	\$5,294	
Modified	\$2,875	\$3,353	\$3,437	\$3,760	
JV - Assistant Coach	\$2,875	\$3,353	\$3,437	\$3,760	
Modified - Assistant Coach	\$2,875	\$3,353	\$3,437	\$3,760	
Ultimate Frisbee	\$1,409	\$1,549	\$1,702	\$1,876	
Lacrosse-					
Varsity	\$6,246	\$6,871	\$7,557	\$8,313	
JV	\$4,688	\$5,050	\$5,668	\$6,234	
Modified	\$3,360	\$3,878	\$4,015	\$4,397	

STIPEND/STEP RANGE

Exhibit B-1

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
<u>Boys' Varsity</u>	\$5,854	\$6,395	\$7,035	\$7,801	
Boys' JV	\$3,952	\$4,374	\$4,807	\$5,294	
Boys' Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Girls' Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
Girls' JV	\$3,952	\$4,374	\$4,807	\$5,294	
Girls' Assistant Coach	\$3,952	\$4,374	\$4,807	\$5,294	
Girls' Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Intramural - Fall, Coed					\$55/hour
Intramural - Winter, Coed					\$55/hour
Tennis -					
<u>Boys' Varsity</u>	\$5,854	\$6,395	\$7,035	\$7,801	
Boys' JV	\$3,952	\$4,374	\$4,807	\$5,294	
Boys' Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Girls' Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
Girls' JV	\$3,952	\$4,374	\$4,807	\$5,294	
Girls' Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Track -					
<u>Varsity Cross Country</u>					
Country	\$5,854	\$6,395	\$7,035	\$7,801	
Cross Country Ass't Coach	\$3,952	\$4,374	\$4,807	\$5,294	
Varsity - Winter Indoor	\$5,854	\$6,395	\$7,035	\$7,801	
Winter - Ass't Coach	\$3,952	\$4,374	\$4,807	\$5,294	
Varsity - Spring	\$5,854	\$6,395	\$7,035	\$7,801	
Spring - Ass't Coach	\$3,952	\$4,374	\$4,807	\$5,294	
Modified Cross Country Spring/Winter	\$2,875	\$3,353	\$3,437	\$3,760	

STIPEND/STEP RANGE

Exhibit B-1

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV	\$3,952	\$4,374	\$4,807	\$5,294	
Modified	\$2,875	\$3,353	\$3,437	\$3,760	
Co-ed	\$1,124	\$1,240	\$1,364	\$1,499	
Wrestling -					
Varsity	\$5,854	\$6,395	\$7,035	\$7,801	
JV or Assistant Coaches	\$3,952	\$4,374	\$4,807	\$5,294	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$4,688	\$5,050	\$5,668	\$6,234	
M.S. & Freshman Coaches	\$3,360	\$3,878	\$4,015	\$4,397	
Cheerleading - per season					
Varsity and JV	\$1,642	\$1,806	\$1,989	\$2,183	
Hudsonettes - per season	\$1,480	\$1,571	\$1,673	\$1,790	
Twirlers - per season	\$937	\$1,030	\$1,132	\$1,247	
High School Intramurals -					
Miscellaneous Sports					\$55/hour
Athletic Trainer					\$55/hour
Weight Room					\$55/hour
Fitness Club					\$55/hour
Basketball (Fall)					\$55/hour
Fitness (Spring)					\$55/hour
Wrestling					\$55/hour
Fencing					\$55/hour
Lacrosse Co-ed					\$55/hour
Volleyball					\$55/hour
Girls' Basketball					\$55/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis.

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$35 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

2023-2024 SCHEDULE B POSITIONS**Extra Pay for Extra Work Agreement**

Exhibit B-2

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. For all positions that are non-sports and non-theatre related, all qualified bargaining unit members shall have a right of first refusal. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of the HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$4,759
Chair (2 or more Schools)	\$5,951
Chair, Art, K-12	\$5,951
Chair, English, 6-12	\$5,951
Chair, World Lang., K-12	\$6,778
Chair, Mathematics, 6-12	\$5,951
Chair, Music, K-12	\$5,951
Chair, PE/Health, K-12	\$5,951
Chair, Related Arts, 6-12	\$5,951
Chair, Science, 6-12	\$5,951
Chair, Social Studies	\$5,951
Chair, Special Education Department K-12	\$6,778
Web Master	\$7,467
New Teacher Mentor Coordinator	\$3,248
Director of Technology + Individual per diem rate during summer*	\$10,773
ESL Coordinator, K-12	\$5,951
Senior Alternatives Advisor (High School)	\$12,211
Librarian	\$823
Non-Violent Crisis Team Intervention Trainer (3 Positions, one each building)	\$1,299
Translator/Interpreter - (District Wide)	\$56/hour
Diversity and Inclusion Coordinator	\$6,279
Tech Director- (District Wide)	\$1,624
Middle School/High School Breakfast Supervisor	\$3,437
Arts in Education Coordinator	\$2,699
HASP Director	\$5,951
Performance Director	\$11,151
Summer Institute Coordinator	\$5,766
Clinical Supervisor	\$4,759

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,473
Audio Visual Coordinator	\$3,072	\$3,338	\$3,632	\$3,955
Makerspace Club Advisor	\$1,905	\$2,091	\$2,303	\$2,532
ESL Resource Center Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Steel Drum Director	\$1,905	\$2,091	\$2,303	\$2,532

Direct Instruction Pay: All teachers who deliver instruction outside of the school day (or beyond the instructional day) will be compensated at the hourly rate of 1/200 of salary divided by 6.

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2023-24 the contractual hourly rate is \$56 per hour.

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-2

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$5,871
Grade 1 Coordinator	\$5,871
Grade 2 Coordinator	\$5,871
Grade 3 Coordinator	\$5,871
Grade 4 Coordinator	\$5,871
Learning Facilitator (2 positions)	\$56/hour Max. \$4000
Safety Patrol Supervisor	\$4,512
Science Facilitator	\$56/hour
Special Education Coordinator	\$5,871
Hillside Technology/Staff Developer	\$2,276
Special Area Coordinator	\$739
RTI Team Coordinator	\$1,189
Recess Supervisor (4)	\$3,711
Our Neighbors	\$1,648
Librarian	\$823

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,905	\$2,091	\$2,303	\$2,532
Affinity Group Advisor-Hillside	\$1,905	\$2,091	\$2,303	\$2,532
Elementary Director	\$2,774	\$3,057	\$3,359	\$3,700
Elementary Musical Director	\$2,774	\$3,057	\$3,359	\$3,700
Elementary Choreographer	\$1,177	\$1,295	\$1,424	\$1,566
Elementary Chorus	\$1,905	\$2,091	\$2,303	\$2,532
Elementary Dance	\$1,905	\$2,091	\$2,303	\$2,532
Elementary Post Office-per position	\$1,671	\$1,838	\$2,021	\$2,225
Student Government Advisor	\$1,671	\$1,838	\$2,021	\$2,225
Yearbook Advisor	\$2,676	\$2,947	\$3,238	\$3,553
Hillside Newspaper Advisor	\$1,337	\$1,351	\$1,470	\$1,607
Hillside Bookstore	\$1,671	\$1,838	\$2,021	\$2,225
After School Homework Help	\$1,443	\$1,632	\$1,842	\$2,072
Elementary Little Kids Rock Guitar	\$1,905	\$2,091	\$2,303	\$2,532

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$5,871
Grade 6 Coordinator	\$5,871
Grade 6/7 Coordinator	\$5,871
Grade 7 Coordinator	\$5,871
Grade 8 Coordinator	\$5,871
Coordinator of Advisory Program	\$1,706
Programming Club	\$1,523
Lunch Supervisor	\$3,711
Lunch Supervisor	\$3,711
Lunch Supervisor	\$3,711
Lunch Supervisor	\$3,711
Lunch Supervisor	\$3,711
Learning Facilitators (2 positions)	\$56/hour
MTSS Coordinator (RTI)	\$1,299
Support Team Coordinator	\$5,871
Detention Supervisor	\$56/hour
Detention Supervisor (Alt)	\$56/hour
Technology/Staff Developer	\$2,276
ID Coordinator	\$1,141
Our Neighbors	\$1,648
PBIS Coordinator	\$2,304

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Affinity Group Advisor-FMS	\$1,905	\$2,091	\$2,303	\$2,532
After School Stem Club Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Environmental Club Advisor	\$1,788	\$2,023	\$2,159	\$2,376
Jazz Band Director	\$1,635	\$1,801	\$1,978	\$2,174
Jr. Student Council Advisor -Gr. 5/6	\$2,690	\$2,915	\$3,155	\$3,433
Jr. Student Council Advisor -Gr. 7/8	\$2,690	\$2,915	\$3,155	\$3,433
Musical Director - Musical - Gr. 5	\$3,268	\$3,594	\$3,954	\$4,349
Musical Director - Musical - Gr. 6	\$3,268	\$3,594	\$3,954	\$4,349
Musical Director - Musical - Gr. 7/8	\$3,268	\$3,594	\$3,954	\$4,349
Middle School Newspaper	\$1,905	\$2,091	\$2,303	\$2,532
Director - Musical Gr. 5	\$3,268	\$3,594	\$3,954	\$4,349
Director - Musical Gr. 6	\$3,268	\$3,594	\$3,954	\$4,349
Director - Musical Gr. 7/8	\$3,268	\$3,594	\$3,954	\$4,349
Choreographer - Musical Gr. 5	\$1,177	\$1,295	\$1,424	\$1,566
Choreographer - Musical Gr. 6	\$1,177	\$1,295	\$1,424	\$1,566
Choreographer - Musical Gr. 7/8	\$1,177	\$1,295	\$1,424	\$1,566
Director - Play Gr. 7/8 *	\$3,268	\$3,594	\$3,954	\$4,349
Yearbook Advisor	\$2,676	\$2,947	\$3,238	\$3,564
Middle School Chess Club	\$1,430	\$1,572	\$1,728	\$1,904
Middle School Math Club	\$1,430	\$1,572	\$1,728	\$1,904
Middle School Debate	\$1,430	\$1,572	\$1,728	\$1,904
No Place for Hate	\$1,905	\$2,091	\$2,303	\$2,532
Activities Comptroller	\$2,690	\$2,915	\$3,155	\$3,433
Gay Straight Alliance Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Diversity Club	\$1,905	\$2,091	\$2,303	\$2,532
Select Chorus - Gr. 5/6	\$1,905	\$2,091	\$2,303	\$2,532
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,905	\$2,091	\$2,303	\$2,532
MS Book Club Advisor	\$714	\$785	\$866	\$947
Middle School Career Day	\$714	\$785	\$866	\$947
MS Knitting Club	\$714	\$785	\$866	\$947

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Director of Guidance	\$11,151
Special Education Coordinator	\$5,871
Lunch Supervisor	\$3,711
Open Gym Supervisor (HS Lunch)	\$3,711
Morning Detention Supervisor	\$3,711
Marching/Pep Band Director	\$107 per approved session
News Show (WHHS)	\$3,559
Learning Facilitators (2 positions)	\$56/hour Max. \$4000
Technology/Staff Developer	\$2,276
Technology/Staff Developer	\$2,276
Science Research Advisor	\$2,203
Book Club Advisor	\$1,102
Multicultural Book Club Advisor	\$3,248
Board Gaming Club	\$877
Garden Club Advisor (may be split)	\$2,203
Playwright Director	\$1,102
Playwright Writing Advisor	\$551
HS Olympics (may be split)	\$2,473
TV Journalism Advisor	\$56 per Hour - Max. \$4941
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$3,838
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,333

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,066	\$1,178	\$1,298	\$1,425
Grade 10 Advisor	\$1,066	\$1,178	\$1,298	\$1,425
Grade 11 Advisor	\$1,066	\$1,178	\$1,298	\$1,425
Grade 12 Advisor	\$2,140	\$2,354	\$2,593	\$2,851
Affinity Group Advisor-HHS	\$1,905	\$2,091	\$2,303	\$2,532
Students Activities Comptroller	\$4,955	\$5,451	\$5,997	\$6,593
Dance Club Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Debate Coach	\$3,038	\$3,344	\$3,676	\$4,045
Activities Director	\$3,669	\$4,024	\$4,371	\$4,732
After School Art Open Studio Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Photo Club Advisor	\$1,905	\$2,091	\$2,303	\$2,532
Newspaper Advisor	\$2,640	\$2,897	\$3,190	\$3,440
Director - Play	\$3,268	\$3,594	\$3,954	\$4,349
Stage Manager - Play	\$1,177	\$1,295	\$1,424	\$1,566
Yearbook Advisor	\$3,930	\$4,316	\$4,755	\$5,226
Interact Club Advisor	\$1,430	\$1,572	\$1,728	\$1,904
International Club Advisor	\$1,788	\$2,023	\$2,159	\$2,376
Concert Band Director	\$1,905	\$2,091	\$2,303	\$2,532
Jazz Band Director	\$2,856	\$3,139	\$3,456	\$3,799
Literary Magazine/Writing Contest Advisor	\$3,151	\$3,410	\$3,701	\$3,950
Madrigal Choir	\$2,856	\$3,139	\$3,456	\$3,799
Moderator of Film Society	\$1,905	\$2,091	\$2,303	\$2,532
TV Studio Advisor	\$1,905	\$2,091	\$2,303	\$2,532
World of Difference Moderator MS/HS	\$1,905	\$2,091	\$2,303	\$2,532

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,151	\$3,410	\$3,701	\$3,950
High School Chess Club	\$1,430	\$1,572	\$1,728	\$1,904
Math Club Advisor	\$1,430	\$1,572	\$1,728	\$1,904
Mock Trial Advisor	\$1,430	\$1,572	\$1,728	\$1,904
Director - Musical	\$3,760	\$4,136	\$4,544	\$5,047
Musical Director - Musical	\$3,760	\$4,136	\$4,544	\$5,047
Choreographer - Musical	\$1,177	\$1,295	\$1,424	\$1,566
Academic Challenge	N/A	N/A	N/A	\$1,784
National Art Honor Society Advisor	N/A	N/A	N/A	\$1,391
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,576
Peer Counseling Advisors	\$892	\$1,046	\$1,080	\$1,186
Student Union Advisors	\$2,640	\$2,897	\$3,190	\$3,510
Thespian Honor Society Advisor + hourly chaperone	\$714	\$785	\$866	\$947
Amnesty International Advisor	\$1,788	\$2,023	\$2,159	\$2,376
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,788 *	\$2,023 *	\$2,159 *	\$2,376 *
Writing Contest Advisor	\$1,430	\$1,572	\$1,728	\$1,904
SADD Club Co-Advisors	\$1,788	\$2,029	\$2,159	\$2,376
Gay Straight Alliance Advisor	\$1,905 \$0	\$2,091	\$2,303	\$2,532
Crossing Borders Club Advisor	\$1,905 \$0	\$2,091	\$2,303	\$2,532
STEM Supervisor	\$1,430	\$1,572	\$1,728	\$1,904
Technology Group Advisor	\$1,430	\$1,572	\$1,728	\$1,904
Speaker of Other Languages Club Advisor	\$892	\$1,046	\$1,080	\$1,186
Outing Club	\$892	\$1,046	\$1,080	\$1,186
Origami Club	\$892	\$1,046	\$1,080	\$1,186
Advisor for Habitat for Humanity	\$1,788	\$2,029	\$2,159	\$2,376
Advisor to Akzo Nobel Community Advisory Panel	\$714 *	\$785 *	\$866 *	\$947 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL**STIPEND/STEP RANGE**

POSITION	1-2	3-4	5-6	7-8	STIPEND
Guidance Counselors, Psychologists and Teachers	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

POSITION	1-2	3-4	5-6	7-8	STIPEND
Baseball -					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV	\$4,011	\$4,440	\$4,879	\$5,373	
Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Varsity Assistant Coach	\$4,011	\$4,440	\$4,879	\$5,373	
Basketball -					
Boys' Varsity - Head Coach	\$6,340	\$6,974	\$7,670	\$8,438	
Boys' JV or Assistant Coaches	\$4,758	\$5,126	\$5,753	\$6,328	
Boys' Modified "A"	\$3,410	\$3,936	\$4,075	\$4,463	
Boys' Modified "B"	\$3,410	\$3,936	\$4,075	\$4,463	
Girls' Varsity - Head Coach	\$6,340	\$6,974	\$7,670	\$8,438	
Girls' JV or Assistant Coaches	\$4,758	\$5,126	\$5,753	\$6,328	
Girls' Modified	\$3,410	\$3,936	\$4,075	\$4,463	
Field Hockey -					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV	\$4,011	\$4,440	\$4,879	\$5,373	
Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Golf -					
Varsity	\$4,011	\$4,440	\$4,879	\$5,373	
JV	\$2,918	\$3,403	\$3,489	\$3,816	
Football -					
Varsity - Head Coach	\$6,340	\$6,974	\$7,670	\$8,438	
Varsity - Assistant Coaches (3)	\$4,758	\$5,126	\$5,753	\$6,328	
Modified - Head Coach	\$4,758	\$5,126	\$5,753	\$6,328	
Modified - Assistant Coach	\$3,410	\$3,936	\$4,075	\$4,463	
Gymnastics -					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV	\$4,011	\$4,440	\$4,879	\$5,373	
Softball -					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV	\$4,011	\$4,440	\$4,879	\$5,373	
Modified	\$2,918	\$3,403	\$3,489	\$3,816	
JV - Assistant Coach	\$2,918	\$3,403	\$3,489	\$3,816	
Modified - Assistant Coach	\$2,918	\$3,403	\$3,489	\$3,816	
Ultimate Frisbee	\$1,430	\$1,572	\$1,728	\$1,904	
Lacrosse-					
Varsity	\$6,340	\$6,974	\$7,670	\$8,438	
JV	\$4,758	\$5,126	\$5,753	\$6,328	
Modified	\$3,410	\$3,936	\$4,075	\$4,463	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
Boys' JV	\$4,011	\$4,440	\$4,879	\$5,373	
Boys' Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Girls' Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
Girls' JV	\$4,011	\$4,440	\$4,879	\$5,373	
Girls' Assistant Coach	\$4,011	\$4,440	\$4,879	\$5,373	
Girls' Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Intramural - Fall, Coed					\$56/hour
Intramural - Winter, Coed					\$56/hour
Tennis -					
Boys' Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
Boys' JV	\$4,011	\$4,440	\$4,879	\$5,373	
Boys' Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Girls' Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
Girls' JV	\$4,011	\$4,440	\$4,879	\$5,373	
Girls' Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Track -					
Varsity Cross Country	\$5,942	\$6,491	\$7,141	\$7,918	
Cross Country Ass't Coach	\$4,011	\$4,440	\$4,879	\$5,373	
Varsity - Winter Indoor	\$5,942	\$6,491	\$7,141	\$7,918	
Winter - Ass't Coach	\$4,011	\$4,440	\$4,879	\$5,373	
Varsity - Spring	\$5,942	\$6,491	\$7,141	\$7,918	
Spring - Ass't Coach	\$4,011	\$4,440	\$4,879	\$5,373	
Modified Cross Country Spring/Winter	\$2,918	\$3,403	\$3,489	\$3,816	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
<u>Volleyball -</u>					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV	\$4,011	\$4,440	\$4,879	\$5,373	
Modified	\$2,918	\$3,403	\$3,489	\$3,816	
Co-ed	\$1,141	\$1,259	\$1,384	\$1,521	
<u>Wrestling -</u>					
Varsity	\$5,942	\$6,491	\$7,141	\$7,918	
JV or Assistant Coaches	\$4,011	\$4,440	\$4,879	\$5,373	
<u>Coaching Index</u> (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$4,758	\$5,126	\$5,753	\$6,328	
M.S. & Freshman Coaches	\$3,410	\$3,936	\$4,075	\$4,463	
<u>Cheerleading</u> - per season					
Varsity and JV	\$1,667	\$1,833	\$2,019	\$2,216	
<u>Hudsonettes</u> - per season	\$1,502	\$1,595	\$1,698	\$1,817	
<u>Twirlers</u> - per season	\$951	\$1,045	\$1,149	\$1,266	
<u>High School</u>					
<u>Intramurals -</u>					
Miscellaneous Sports					\$56/hour
<u>Athletic Trainer</u>					\$56/hour
Weight Room					\$56/hour
Fitness Club					\$56/hour
Basketball (Fall)					\$56/hour
Fitness (Spring)					\$56/hour
Wrestling					\$56/hour
Fencing					\$56/hour
Lacrosse Co-ed					\$56/hour
Volleyball					\$56/hour
Girls' Basketball					\$56/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis.

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$36 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

2024-2025 SCHEDULE B POSITIONS

Exhibit B-3

Extra Pay for Extra Work Agreement

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. For all positions that are non-sports and non-theatre related, all qualified bargaining unit members shall have a right of first refusal. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of the HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$4,830
Chair (2 or more Schools)	\$6,040
Chair, Art, K-12	\$6,040
Chair, English, 6-12	\$6,040
Chair, World Lang., K-12	\$6,880
Chair, Mathematics, 6-12	\$6,040
Chair, Music, K-12	\$6,040
Chair, PE/Health, K-12	\$6,040
Chair, Related Arts, 6-12	\$6,040
Chair, Science, 6-12	\$6,040
Chair, Social Studies	\$6,040
Chair, Special Education Department K-12	\$6,880
Web Master	\$7,579
New Teacher Mentor Coordinator	\$3,297
Director of Technology + Individual per diem rate during summer*	\$10,935
ESL Coordinator, K-12	\$6,040
Senior Alternatives Advisor (High School)	\$12,394
Librarian	\$835
Non-Violent Crisis Team Intervention Trainer (3 Positions, one each building)	\$1,318
Translator/Interpreter - (District Wide)	\$57/hour
Diversity and Inclusion Coordinator	\$6,373
Tech Director- (District Wide)	\$1,648
Middle School/High School Breakfast Supervisor	\$3,489
Arts in Education Coordinator	\$2,739
HASP Director	\$6,040
Performance Director	\$11,318
Summer Institute Coordinator	\$5,852
Clinical Supervisor	\$4,830

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,510
Audio Visual Coordinator	\$3,118	\$3,388	\$3,686	\$4,014
Makerspace Club Advisor	\$1,934	\$2,122	\$2,338	\$2,570
ESL Resource Center Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Steel Drum Director	\$1,934	\$2,122	\$2,338	\$2,570

Direct Instruction Pay: All teachers who deliver instruction outside of the school day (or beyond the instructional day) will be compensated at the hourly rate of 1/200 of salary divided by 6.

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2024-2025 the contractual hourly rate is \$57 per hour.

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-3

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$5,959
Grade 1 Coordinator	\$5,959
Grade 2 Coordinator	\$5,959
Grade 3 Coordinator	\$5,959
Grade 4 Coordinator	\$5,959
Learning Facilitator (2 positions)	\$57/hour Max. \$4000
Safety Patrol Supervisor	\$4,580
Science Facilitator	\$57/hour
Special Education Coordinator	\$5,959
Hillside Technology/Staff Developer	\$2,310
Special Area Coordinator	\$750
RTI Team Coordinator	\$1,207
Recess Supervisor (4)	\$3,767
Our Neighbors	\$1,673
Librarian	\$835

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,934	\$2,122	\$2,338	\$2,570
Affinity Group Advisor-Hillside	\$1,934	\$2,122	\$2,338	\$2,570
Elementary Director	\$2,816	\$3,103	\$3,409	\$3,756
Elementary Musical Director	\$2,816	\$3,103	\$3,409	\$3,756
Elementary Choreographer	\$1,195	\$1,314	\$1,445	\$1,589
Elementary Chorus	\$1,934	\$2,122	\$2,338	\$2,570
Elementary Dance	\$1,934	\$2,122	\$2,338	\$2,570
Elementary Post Office-per position	\$1,696	\$1,866	\$2,051	\$2,258
Student Government Advisor	\$1,696	\$1,866	\$2,051	\$2,258
Yearbook Advisor	\$2,716	\$2,991	\$3,287	\$3,605
Hillside Newspaper Advisor	\$1,357	\$1,371	\$1,492	\$1,630
Hillside Bookstore	\$1,696	\$1,866	\$2,051	\$2,258
After School Homework Help	\$1,465	\$1,656	\$1,870	\$2,103
Elementary Little Kids Rock Guitar	\$1,934	\$2,122	\$2,338	\$2,570

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$5,959
Grade 6 Coordinator	\$5,959
Grade 6/7 Coordinator	\$5,959
Grade 7 Coordinator	\$5,959
Grade 8 Coordinator	\$5,959
Coordinator of Advisory Program	\$1,732
Programming Club	\$1,546
Lunch Supervisor	\$3,767
Lunch Supervisor	\$3,767
Lunch Supervisor	\$3,767
Lunch Supervisor	\$3,767
Lunch Supervisor	\$3,767
Learning Facilitators (2 positions)	\$57/hour
MTSS Coordinator (RTI)	\$1,318
Support Team Coordinator	\$5,959
Detention Supervisor	\$57/hour
Detention Supervisor (Alt)	\$57/hour
Technology/Staff Developer	\$2,310
ID Coordinator	\$1,158
Our Neighbors	\$1,673
PBIS Coordinator	\$2,339

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Affinity Group Advisor-FMS	\$1,934	\$2,122	\$2,338	\$2,570
After School Stem Club Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Environmental Club Advisor	\$1,815	\$2,053	\$2,191	\$2,412
Jazz Band Director	\$1,660	\$1,828	\$2,008	\$2,207
Jr. Student Council Advisor -Gr. 5/6	\$2,730	\$2,959	\$3,202	\$3,484
Jr. Student Council Advisor -Gr. 7/8	\$2,730	\$2,959	\$3,202	\$3,484
Musical Director - Musical - Gr. 5	\$3,317	\$3,648	\$4,013	\$4,414
Musical Director - Musical - Gr. 6	\$3,317	\$3,648	\$4,013	\$4,414
Musical Director - Musical - Gr. 7/8	\$3,317	\$3,648	\$4,013	\$4,414
Middle School Newspaper	\$1,934	\$2,122	\$2,338	\$2,570
Director - Musical Gr. 5	\$3,317	\$3,648	\$4,013	\$4,414
Director - Musical Gr. 6	\$3,317	\$3,648	\$4,013	\$4,414
Director - Musical Gr. 7/8	\$3,317	\$3,648	\$4,013	\$4,414
Choreographer - Musical Gr. 5	\$1,195	\$1,314	\$1,445	\$1,589
Choreographer - Musical Gr. 6	\$1,195	\$1,314	\$1,445	\$1,589
Choreographer - Musical Gr. 7/8	\$1,195	\$1,314	\$1,445	\$1,589
Director - Play Gr. 7/8 *	\$3,317	\$3,648	\$4,013	\$4,414
Yearbook Advisor	\$2,716	\$2,991	\$3,287	\$3,617
Middle School Chess Club	\$1,451	\$1,596	\$1,754	\$1,933
Middle School Math Club	\$1,451	\$1,596	\$1,754	\$1,933
Middle School Debate	\$1,451	\$1,596	\$1,754	\$1,933
No Place for Hate	\$1,934	\$2,122	\$2,338	\$2,570
Activities Comptroller	\$2,730	\$2,959	\$3,202	\$3,484
Gay Straight Alliance Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Diversity Club	\$1,934	\$2,122	\$2,338	\$2,570
Select Chorus - Gr. 5/6	\$1,934	\$2,122	\$2,338	\$2,570
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,934	\$2,122	\$2,338	\$2,570
MS Book Club Advisor	\$725	\$797	\$879	\$961
Middle School Career Day	\$725	\$797	\$879	\$961
MS Knitting Club	\$725	\$797	\$879	\$961

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Director of Guidance	\$11,318
Special Education Coordinator	\$5,959
Lunch Supervisor	\$3,767
Open Gym Supervisor (HS Lunch)	\$3,767
Morning Detention Supervisor	\$3,767
Marching/Pep Band Director	\$109 per approved session
News Show (WHHS)	\$3,612
Learning Facilitators (2 positions)	\$57/hour Max. \$4000
Technology/Staff Developer	\$2,310
Technology/Staff Developer	\$2,310
Science Research Advisor	\$2,236
Book Club Advisor	\$1,119
Multicultural Book Club Advisor	\$3,297
Board Gaming Club	\$890
Garden Club Advisor (may be split)	\$2,236
Playwright Director	\$1,119
Playwright Writing Advisor	\$559
HS Olympics (may be split)	\$2,510
TV Journalism Advisor	\$57 per Hour - Max. \$5015
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$3,896
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,398

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,082	\$1,196	\$1,317	\$1,446
Grade 10 Advisor	\$1,082	\$1,196	\$1,317	\$1,446
Grade 11 Advisor	\$1,082	\$1,196	\$1,317	\$1,446
Grade 12 Advisor	\$2,172	\$2,389	\$2,632	\$2,894
Affinity Group Advisor-HHS	\$1,934	\$2,122	\$2,338	\$2,570
Students Activities Comptroller	\$5,029	\$5,533	\$6,087	\$6,692
Dance Club Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Debate Coach	\$3,084	\$3,394	\$3,731	\$4,106
Activities Director	\$3,724	\$4,084	\$4,437	\$4,803
After School Art Open Studio Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Photo Club Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Newspaper Advisor	\$2,680	\$2,940	\$3,238	\$3,492
Director - Play	\$3,317	\$3,648	\$4,013	\$4,414
Stage Manager - Play	\$1,195	\$1,314	\$1,445	\$1,589
Yearbook Advisor	\$3,989	\$4,381	\$4,826	\$5,304
Interact Club Advisor	\$1,451	\$1,596	\$1,754	\$1,933
International Club Advisor	\$1,815	\$2,053	\$2,191	\$2,412
Concert Band Director	\$1,934	\$2,122	\$2,338	\$2,570
Jazz Band Director	\$2,899	\$3,186	\$3,508	\$3,856
Literary Magazine/Writing Contest Advisor	\$3,198	\$3,461	\$3,757	\$4,009
Madrigal Choir	\$2,899	\$3,186	\$3,508	\$3,856
Moderator of Film Society	\$1,934	\$2,122	\$2,338	\$2,570
TV Studio Advisor	\$1,934	\$2,122	\$2,338	\$2,570
World of Difference Moderator MS/HS	\$1,934	\$2,122	\$2,338	\$2,570

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,198	\$3,461	\$3,757	\$4,009
High School Chess Club	\$1,451	\$1,596	\$1,754	\$1,933
Math Club Advisor	\$1,451	\$1,596	\$1,754	\$1,933
Mock Trial Advisor	\$1,451	\$1,596	\$1,754	\$1,933
Director - Musical	\$3,816	\$4,198	\$4,612	\$5,123
Musical Director - Musical	\$3,816	\$4,198	\$4,612	\$5,123
Choreographer - Musical	\$1,195	\$1,314	\$1,445	\$1,589
Academic Challenge	N/A	N/A	N/A	\$1,811
National Art Honor Society Advisor	N/A	N/A	N/A	\$1,412
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,615
Peer Counseling Advisors	\$905	\$1,062	\$1,096	\$1,204
Student Union Advisors	\$2,680	\$2,940	\$3,238	\$3,563
Thespian Honor Society Advisor + hourly chaperone	\$725	\$797	\$879	\$961
Amnesty International Advisor	\$1,815	\$2,053	\$2,191	\$2,412
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,815 *	\$2,053 *	\$2,191 *	\$2,412 *
Writing Contest Advisor	\$1,451	\$1,596	\$1,754	\$1,933
SADD Club Co-Advisors	\$1,815	\$2,059	\$2,191	\$2,412
Gay Straight Alliance Advisor	\$1,934	\$2,122	\$2,338	\$2,570
Crossing Borders Club Advisor	\$1,934	\$2,122	\$2,338	\$2,570
STEM Supervisor	\$1,451	\$1,596	\$1,754	\$1,933
Technology Group Advisor	\$1,451	\$1,596	\$1,754	\$1,933
Speaker of Other Languages Club Advisor	\$905	\$1,062	\$1,096	\$1,204
Outing Club	\$905	\$1,062	\$1,096	\$1,204
Origami Club	\$905	\$1,062	\$1,096	\$1,204
Advisor for Habitat for Humanity	\$1,815	\$2,059	\$2,191	\$2,412
Advisor to Akzo Nobel Community Advisory Panel	\$725 *	\$797 *	\$879 *	\$961 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Guidance Counselors, Psychologists and Teachers	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Baseball -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV	\$4,071	\$4,507	\$4,952	\$5,454	
Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Varsity Assistant Coach	\$4,071	\$4,507	\$4,952	\$5,454	
Basketball -					
Boys' Varsity - Head Coach	\$6,435	\$7,079	\$7,785	\$8,565	
Boys' JV or Assistant Coaches	\$4,829	\$5,203	\$5,839	\$6,423	
Boys' Modified "A"	\$3,461	\$3,995	\$4,136	\$4,530	
Boys' Modified "B"	\$3,461	\$3,995	\$4,136	\$4,530	
Girls' Varsity - Head Coach	\$6,435	\$7,079	\$7,785	\$8,565	
Girls' JV or Assistant Coaches	\$4,829	\$5,203	\$5,839	\$6,423	
Girls' Modified	\$3,461	\$3,995	\$4,136	\$4,530	
Field Hockey -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV	\$4,071	\$4,507	\$4,952	\$5,454	
Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Golf -					
Varsity	\$4,071	\$4,507	\$4,952	\$5,454	
JV	\$2,962	\$3,454	\$3,541	\$3,873	
Football -					
Varsity - Head Coach	\$6,435	\$7,079	\$7,785	\$8,565	
Varsity - Assistant Coaches (3)	\$4,829	\$5,203	\$5,839	\$6,423	
Modified - Head Coach	\$4,829	\$5,203	\$5,839	\$6,423	
Modified - Assistant Coach	\$3,461	\$3,995	\$4,136	\$4,530	
Gymnastics -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV	\$4,071	\$4,507	\$4,952	\$5,454	
Softball -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV	\$4,071	\$4,507	\$4,952	\$5,454	
Modified	\$2,962	\$3,454	\$3,541	\$3,873	
JV - Assistant Coach	\$2,962	\$3,454	\$3,541	\$3,873	
Modified - Assistant Coach	\$2,962	\$3,454	\$3,541	\$3,873	
Ultimate Frisbee	\$1,451	\$1,596	\$1,754	\$1,933	
Lacrosse-					
Varsity	\$6,435	\$7,079	\$7,785	\$8,565	
JV	\$4,829	\$5,203	\$5,839	\$6,423	
Modified	\$3,461	\$3,995	\$4,136	\$4,530	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
Boys' JV	\$4,071	\$4,507	\$4,952	\$5,454	
Boys' Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Girls' Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
Girls' JV	\$4,071	\$4,507	\$4,952	\$5,454	
Girls' Assistant Coach	\$4,071	\$4,507	\$4,952	\$5,454	
Girls' Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Intramural - Fall, Coed					\$57/hour
Intramural - Winter, Coed					\$57/hour
Tennis -					
Boys' Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
Boys' JV	\$4,071	\$4,507	\$4,952	\$5,454	
Boys' Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Girls' Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
Girls' JV	\$4,071	\$4,507	\$4,952	\$5,454	
Girls' Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Track -					
Varsity Cross Country	\$6,031	\$6,588	\$7,248	\$8,037	
Cross Country Ass't Coach	\$4,071	\$4,507	\$4,952	\$5,454	
Varsity - Winter Indoor	\$6,031	\$6,588	\$7,248	\$8,037	
Winter - Ass't Coach	\$4,071	\$4,507	\$4,952	\$5,454	
Varsity - Spring	\$6,031	\$6,588	\$7,248	\$8,037	
Spring - Ass't Coach	\$4,071	\$4,507	\$4,952	\$5,454	
Modified Cross Country Spring/Winter	\$2,962	\$3,454	\$3,541	\$3,873	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV	\$4,071	\$4,507	\$4,952	\$5,454	
Modified	\$2,962	\$3,454	\$3,541	\$3,873	
Co-ed	\$1,158	\$1,278	\$1,405	\$1,544	
Wrestling -					
Varsity	\$6,031	\$6,588	\$7,248	\$8,037	
JV or Assistant Coaches	\$4,071	\$4,507	\$4,952	\$5,454	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$4,829	\$5,203	\$5,839	\$6,423	
M.S. & Freshman Coaches	\$3,461	\$3,995	\$4,136	\$4,530	
Cheerleading - per season					
Varsity and JV	\$1,692	\$1,860	\$2,049	\$2,249	
Hudsonettes - per season	\$1,525	\$1,619	\$1,723	\$1,844	
Twirlers - per season	\$965	\$1,061	\$1,166	\$1,285	
High School					
Intramurals -					
Miscellaneous Sports					\$57/hour
Athletic Trainer					\$57/hour
Weight Room					\$57/hour
Fitness Club					\$57/hour
Basketball (Fall)					\$57/hour
Fitness (Spring)					\$57/hour
Wrestling					\$57/hour
Fencing					\$57/hour
Lacrosse Co-ed					\$57/hour
Volleyball					\$57/hour
Girls' Basketball					\$57/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis.

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$37 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

