AGREEMENT
between the
BOARD OF EDUCATION
Edgemont Union Free School District
at Greenburgh
and the
EDGEMONT TEACHERS ASSOCIATION
Scarsdale, New York 10583
July 1, 2022 - June 30, 2026

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AGREEMENT made and entered into effective as of the 1st day of July 2022 by and between the **BOARD OF EDUCATION, EDGEMONT UNION FREE SCHOOL DISTRICT at GREENBURGH** ("the Board" or "the School District," as the context may require) and the **EDGEMONT TEACHERS ASSOCIATION** ("the Association" or "the ETA").

IN CONSIDERATION OF the mutual promises contained in this Agreement, and for other good and valuable consideration, the parties agree as follows:

I
PREAMBLE

The Board and the Association recognize that teaching is a profession. It is further recognized that the best interests of public education in the Edgemont schools will be served by establishing an orderly method by which Board members, teachers, and administrators can discuss matters of common concern and can reach mutually satisfactory agreement as to matters that are subject to negotiations under the Taylor Law. To this end, free exchange of views among the Board, the Association, and the Administration is desirable and necessary.

II
RECOGNITION

The Board recognizes the Association as the exclusive representative concerning terms and conditions of employment of those members of the professional staff who work either full-time, or at least 3/5th part-time, in the School District, but excluding the Superintendent of Schools, the Assistant Superintendent, the Director of Pupil Personnel Services, the Assistant to the Superintendent for Information Systems and Technology, principals, assistant principals, and full time administrative assistants. Such recognition will continue in full force and effect as long as the Civil Service Law of the State of New York and/or cases or regulations so mandate.

The benefits of employees who work 3/5ths or more part-time but less than 4/5ths shall be pro-rated.

III
DURATION

This contract shall be effective as of July 1, 2022 and continue in effect through June 30, 2026, except as otherwise provided for herein.

IV
THE NEGOTIATIONS COMMITTEE

The Association will negotiate with the Board through the Association's Negotiations Committee. It shall be the prerogative of each party to select its own representatives.

V
DIRECTION AND ADMINISTRATION OF THE SCHOOL SYSTEM

A. The Board, or the Administration, as the case may be, shall have the right to direct, manage, and control the school system and all of its functions and activities, provided, however, that where this Agreement or the Taylor Law or any other applicable statute or governmental rule shall mandate otherwise, the Board's rights, as specified in this paragraph, shall be affected appropriately. There is included within the rights vested in the Board and Administration by this clause the following, subject to the foregoing proviso, although the enumeration is not intended to be complete or even illustrative of all kinds of rights that are vested exclusively in the Board's control:

1. The right to assign teachers to assignments by class, by building, by level, and by subject.

2. The right to make the final decision on the questions of the particular employee or employees to handle a particular assignment or assignments.

3. The right to make the final decision on the assignment of "teaching assistants," "aides," "paraprofessionals," "parent volunteers," "clerical assistants," "secretarial assistants," etc. Such assignments will not be made on any "formula" basis but rather will be made on the basis of need.

4. The right to have an employee perform an assignment for which they have been hired, notwithstanding the fact that such employee is certified and notwithstanding the fact that there are some uncertified employees performing the same or similar assignments.

5. The right to adopt and implement any policy concerning the school system and falling within an area in which the Board or Administration has the right to act in its own discretion.

6. The right to establish "job descriptions" concerning any new job or new function.

7. The right to make the final decision concerning promotion of all employees exclusive of salary increases mandated by the agreed salary schedule.

8. The right to make the final decision regarding evaluation of personnel.

9. The right to make all ultimate budgetary decisions.

10. The right to determine who shall be employed.

11. The right to determine the number of employees at any given time for any given function, as well as the right to determine the total number of employees in the school system; provided this subparagraph shall not supersede any other provision of this Agreement

applicable to termination of employment or any provision of law applicable to termination of employment.

B. In general, the Board or Administration has the right to determine and control any matter that relates to the carrying out of its obligations, including the right to increase or curtail services or programs, provided that the impact of any such changes will, to the extent required by the Taylor Law, be subject to collective bargaining with the Association.

VI
CONTRACT NEGOTIATIONS AND IMPASSE PROCEDURE

A. A reasonable time before the termination of this Agreement, the Association shall present to the Board any proposed changes in this Agreement that it wishes to negotiate with respect to the period subsequent to the termination date of this Agreement. The Association's Negotiations Committee will then request negotiation meetings with the Board. If the Association's Negotiations Committee and the Board reach agreement on terms and conditions for a successor agreement, a memorandum of understanding reflecting such agreement shall be executed by the bargaining representatives.

B. If the Association and the Board do not reach a mutually satisfactory settlement at the time an impasse exists under applicable law, or 120 days prior to the end of the fiscal year of the Board, whichever is later, either party may declare that a state of impasse exists and the subject matter of the parties' negotiations shall be submitted to mediation, fact-finding, if necessary, and any other applicable impasse procedure of the Public Employment Relations Board for resolving such impasses under applicable law of the State of New York.

VII
EXCHANGE OF INFORMATION AND ACCESS TO PERSONNEL RECORDS

A. Upon request by the Board, the Association's Negotiations Committee shall provide the Superintendent of Schools with all non-confidential factual information reasonably available to it regarding matters it wishes to negotiate. Upon request by the Association's Negotiations Committee, the Superintendent of Schools shall provide the Association's Negotiations Committee with all non-confidential factual information reasonably available concerning such matters.

B Upon written request, the Board will make available to each individual staff member their own personnel file that will contain all materials in the file except confidential pre-employment material.

C. A staff member shall have the right to affix a comment to all written material that becomes a part of their permanent file except for pre-employment confidential material.

VIII
NEGOTIATIONS OF MATTERS NOT SPECIFIED

A. This Agreement shall constitute the full and complete commitment between both parties and may be altered or otherwise modified only by a written amendment signed by both parties to this Agreement. During the life of the Agreement, before the Board makes a change in wages, hours, or any other condition of employment (within the meaning of the Taylor Law) of persons covered by this Agreement, the Board will notify the Association in writing. The Association will have the right to bargain collectively on such matters, provided that it requests such bargaining with the Board within fourteen calendar days after receipt of such notice.

B. The District may change any provision of this Agreement if it secures, in writing, the consent of the Association Executive Board.

IX
EFFECT OF AGREEMENT

A. The terms and conditions of employment in effect for the period covered by this Agreement shall be the same as those in effect for the school years 2021-2022, except that this Agreement shall supersede any rules, regulations, policies, or practices of the District that are contrary to or inconsistent with its terms.

B. Any individual arrangement hereafter transacted or any agreement or contract hereafter executed between the Board and an individual teacher shall be subject to and consistent with the terms and conditions of this Agreement.

C. Should any section of this Agreement be declared illegal, that section shall lapse but the remainder of the Agreement shall remain in force.

X
TEACHER ATTENDANCE AT PROFESSIONAL CONFERENCES

A. It is the policy of the Board to encourage teacher attendance at educational meetings of value by helping to pay expenses of such attendance, the amount of money to be made available for this purpose to be determined by the Board in its sole discretion.

B. Requests by teachers to attend such meetings shall be subject to the following regulations:

1. Requests to attend such meeting shall be submitted through MyLearningPlan not later than thirty days preceding the event. In case of special or unusual circumstances, such time limits may be waived at the discretion of the Building Principal and the Superintendent of Schools. Applications must be approved by the Building Principal or their designee.

2. Requests shall include an estimate of the expenses involved. There should be a breakdown as to transportation, lodging, meals, registration, and any other major item.

C. It shall be the responsibility of the school principals to recommend what action should be taken and to establish the order of preference for all requests in those years where the estimated costs of those desiring to attend meetings exceed budget allotments.

D. Permission to attend shall be subject to approval by the Board. After attending a convention or conference the teacher will be reimbursed for approved expenses upon the submission of an itemized account accompanied by receipted bills for the major items.

E. Conferences and conventions sponsored by recognized state, regional, and national teacher associations automatically qualify as educational meetings of value. Teachers shall file requests to attend only those meetings that have direct relationship to their own teaching assignments, such as English, social studies, music, and reading.

F. Educational meetings sponsored by private organizations or by other groups not covered in section E may be given consideration on an individual basis, but expenses for such meetings will be approved only if the budget allotment has not been assigned for attendance at meetings covered by section E.

G. Expenses for attending meetings that will enable teachers to meet certification or promotion requirements will not be approved, even though attendance may not be used for such a purpose.

H. Unit members who travel to an approved conference by personal vehicle shall be reimbursed for mileage at the current IRS Travel rate for the miles traveled to and from the conference, but mileage between an employee's home and regularly assigned work location will not be reimbursed. In order to be reimbursed for such travel, unit members shall be required to submit evidence of the mileage traveled within one week after the conference concludes. Travel for personal reasons shall not be reimbursed by the District.

XI
TEACHER ASSIGNMENTS

A. Teachers shall be notified in writing of their tentative programs for the coming school year, including the school to which they will be assigned and grade and subject that they will teach, not later than May 1st.

B. The Administration will make a reasonable effort to consult affected teachers prior to any change in assignment. A change in assignment shall be constituted as requiring the teacher to work in a building or grade level or a subject area in which the teacher has not previously been assigned.

C. The President of the Association will be informed by the Superintendent of Schools of any proposed plan for reorganization of the schools of the District at least 30 days prior to such plan going to the Board for consideration. The Association may provide its comments on the plan to the Superintendent of Schools.

D. Teachers who are transferred to a new elementary classroom and/or elementary building at the end of the school year, or prior to the start of a new school year, shall receive their daily rate of pay for one (1) day, in order to move materials and set up a new classroom during the summer vacation. However, this provision shall not apply to elementary teachers who are assigned new classrooms as the result of the District creating/opening a new building or wing of classrooms.

XII
PROBATIONARY TEACHERS[1]

Notice of Termination

In the event the Superintendent of Schools plans to recommend to the Board the termination of the employment of a probationary teacher because of their performance, the Superintendent will notify the teacher no later than May 1st.

XIII
DEPARTMENT CHAIRS / ATHLETIC DIRECTOR / ASSISTANT ATHLETIC DIRECTOR / TEACHER LEADERS AND INSTRUCTIONAL TECHNOLOGY COORDINATOR

A. When a department has grown to the size of five full-time teachers, consideration shall be given to the appointment of a department chair. Appointment to such a position will be made for one year only.

B. Each chair who has teaching responsibilities shall have the option of (1) a reduced teaching load equivalent to one period fewer than the number of periods assigned to a full-time teacher in the chair's department, or (2) a full teaching load. Because chair appointments are annual, Principals must notify Chairs of their intention to reappoint said Chair for the following year by March 1. Each chair who is asked to continue to serve as chair for the following school year will then notify the building Superintendent of their teaching load option by March 15 of the year of reappointment.

C. The Building Principal may assign a chair an additional period of instruction, but only with the consent of the chair, and such chair shall receive additional compensation equal to 1/7 of their annual salary for a full-year course or 1/14 of their salary for a semester course.

D. Chairs shall be compensated for their added responsibilities as follows:

1. For chairs who elect a reduced teaching load:

2022-2023: $6,323

[1] The provisions with respect to observations of probationary teachers which previously appeared in Article XII are now incorporated in the Annual Professional Performance Review (APPR) Agreement entered by the parties pursuant to Education Law § 3012-c. The parties will continue to discuss whether any modifications to the previously negotiated APPR Agreement may be appropriate or desirable, and will negotiate with respect to such changes if desired by either party.

2023-2024: $6,437
2024-2025: $6,553
2025-2026: $6,671

2. For chairs who elect a full teaching load:

2022-2023: $13,247
2023-2024: $13,485
2024-2025: $13,727
2025-2026: $13,974

E. It is the District's intention that the Athletic Director shall be relieved of teaching duties, but it is understood that, after consultation with the ETA President or their designee, the Athletic Director may be required to teach one class without additional compensation if required to meet class enrollments within the confines of existing staffing.

F. The Athletic Director shall receive additional compensation for their added responsibilities as follows:

2022-2023: $13,443
2023-2024: $13,675
2024-2025: $13,921
2025-2026: $14,172

In addition, for each year of their appointment as Athletic Director, they shall be paid for up to 120 hours of summer work at the following hourly rates:

2022-2023: $69.22
2023-2024: $70.47
2024-2025: $71.74
2025-2026: $73.03

G. An Assistant to the Athletic Director shall be appointed for each of the three sports seasons to provide assistance to the Athletic Director in administering the extramural sports program. The person appointed to this position must be available two weeks prior to the beginning of the season and one week after the season ends; they cannot be appointed as a coach and as Assistant to the Athletic Director during the same sports season. Work responsibilities begin at the conclusion of a staff member's regular work day; duties will require availability for evenings and weekends both on and off the campus. The stipends for these positions are as follows:

	Fall	**Winter**	**Spring**
2022-2023:	$9,428	$9,428	$9,428
2023-2024:	$9,598	$9,598	$9,598
2024-2025:	$9,771	$9,771	$9,771
2025-2026:	$9,947	$9,947	$9,947

H. 1. K-12 Teacher Leaders will carry a full teaching load, but will receive additional compensation for their added responsibilities as follows:

2022-2023:	$13,247
2023-2024:	$13,485
2024-2025:	$13,727
2025-2026:	$13,974

2. K-6 Teacher Leaders will carry a full teaching load, but will receive additional compensation for the added responsibilities as follows:

2022-2023:	$6,624
2023-2024:	$6,743
2024-2025:	$6,864
2025-2026:	$6,988

I. The Instructional Technology Coordinator will receive additional compensation for their added responsibilities as follows:

2022-2023:	$7,397
2023-2024:	$7,530
2024-2025:	$7,666
2025-2026:	$7,804

XIV
TEACHER RESPONSIBILITIES

A. General Teacher Responsibilities

1. It is recognized that there are benefits to students, teachers, and the school as a whole in having activities take place under school sponsorship. The administration needs to appoint as sponsors for certain activities those who have the necessary skills, interests, and desire to help students achieve maximum benefit from participation. To this end, all teachers are expected to participate in some activities beyond their assigned teaching programs.

2. In order to provide adequate safety for pupils it is necessary that each teacher shall provide supervision of students in the immediate vicinity of their classroom or at such location designated by the Building Principal. Such supervision shall last in duration for no more than five (5) minutes prior to the beginning of 1st period and for no more than ten (10) minutes after the end of the last period of the school day, as assigned by the District. The teacher workday shall begin no earlier than 8:15 a.m. and end no later than 3:20 p.m., and be subject to the overall work hour restrictions for Secondary and Elementary teachers set forth in subsections (B) and (C) of this Article. Additionally, teachers shall provide similar supervision in the elementary schools at the beginning and end of the lunch periods, at the high school immediately following each teaching period and after-school help session.

3. School Psychologists and school counselors may be required to work up to five additional days outside the regular school year (and over and above the work year for school counselors as set forth in Section C(6) of this Article). These days shall be scheduled at the employee's professional discretion after consultation with the District. School Psychologists and school counselors who work the additional days referred to in this article will receive payment for completed work at the rate of $1/200^{th}$ of their annual salary per day. Absences from work on assigned days will be excused only if evidence of extenuating circumstances is submitted and accepted by the Superintendent of Schools.

4. Teachers shall receive a preparation period as set forth in subsection (B) (Elementary Teacher Responsibilities) and (C) (Secondary Teacher Responsibilities) of this Article. A preparation period is intended for teacher directed work, but can be used for administrator directed work/meetings. Use of a teacher's preparation period for administrator directed work/meetings cannot be abused by the District.

5. Teachers shall reserve Tuesday afternoons for faculty, department, building, district-wide, committee, ad-hoc and/or Association meetings. The Association will be permitted to utilize one Tuesday afternoon per month to hold Association meetings. Such Association meetings will be scheduled on either the second or third Tuesday each month during the school year and shall be scheduled in the mutual agreement with the District. The remaining Tuesdays shall be scheduled by the District. Such meetings shall run no longer in duration than one (1) hour. On the occasion that unit members are required to travel for a scheduled meeting, appropriate travel time will be allotted.

B. Elementary Teacher Responsibilities

1. Teachers in the elementary grades will have a forty-five minute lunch period of which at least forty minutes will be duty-free each day unless a *bona fide* emergency requires otherwise. The Elementary workday shall be no more than six (6) hours and forty-five (45) minutes.

2. Teachers in the elementary grades who do not have a scheduled break in their direct instruction of students will be given a duty-free "break" of not less than fifteen minutes each day as near the middle of the morning as possible. To clarify: If students are assigned a special subject or a recess of at least fifteen minutes' duration between the hours of 9:30 a.m. and 11:30 a.m., then the building principal need not provide the students' classroom teacher with a duty-free "break." Any such break will be arranged by the Building Principal in consultation with the teachers.

3. a. Elementary parent-teacher conference afternoons will occur three times a year. The term "afternoon" shall mean the period immediately after the teacher's lunch period and extending to 4:00 p.m. The hour between 3:00 and 4:00 p.m. may be exchanged by a teacher for the hour before the teacher's work day commences, with the approval of the Building Principal.

b. Teachers in the elementary grades will be available for evening parent-teacher conferences once a year on a date that will be published by each teacher at the fall

Coffee Night. The date must have the prior approval of the Building Principal. The term "evening" is agreed to mean any two-hour period after 6:30 P.M. to be scheduled by the teacher.

c. 1. Elementary Teachers shall be required to attend the annual Fall Coffee Night. Such event shall end no later than 8:30 p.m., and last in duration for no more than two (2) hours.

2. Spring Open House – During the 2022-2023 school year, the parties agree to create a committee that consists of up to 3 members designated by the District and 3 members designated by the Association to discuss how to improve the Elementary Spring Open House. By no later than December 31, 2022, the committee will make a recommendation to the Superintendent of Schools on how to improve the Spring Open House, but the final decision shall remain with the Superintendent of Schools or their designee.

4. Elementary physical education teachers shall be responsible for the teaching load as determined by their Building Principal.

5. a. All teachers shall reserve Tuesdays for faculty, department, and committee meetings.

b. Curriculum Wednesdays at the elementary schools consist of 10 hours of professional development to be arranged by the grade level/department colleagues. An accountability structure will be communicated to all elementary teachers and monitored to account for 10 hours of curriculum time per person in the school year. This will include a method for sharing the schedule and reporting out on the designated content. For example, curriculum topics can be assigned but the designated groups have flexibility in scheduling the work time. Such hours shall be recorded by entering the date, time, topic and who, if anyone, the teacher collaborated with, on a shared building level electronic document.

6. The last day of classes in the elementary schools will be an early dismissal day (half-day) for students, but a full working day for teachers.

7. Elementary teachers shall receive a forty (40) minute preparation period on a daily basis.

C. Secondary Teacher Responsibilities

1. The workday shall not exceed six (6) hours and fifty-four (54) minutes.

No more than 30 teaching periods per 8-day cycle*:	No more than 55 minutes per period
Homeroom/Announcements:	No more than 3 minutes may be added on to one (1) teaching period per day for purposes of homeroom/announcements
1 Lunch Period per day:	No less than 40 minutes per day

1 Preparation Period per day**:	Equivalent to the length of 1 instructional period
Supervisory/duty Periods:	No more than 7 supervisory periods per 8 day cycle

*Science teachers may be assigned 36 teaching periods, per 8-day cycle, one semester and 24 teaching periods, per 8-day cycle, in another semester, without additional compensation, including the overage stipend. In addition, any other teacher may volunteer to be assigned 36 teaching periods, per 8-day cycle, one semester and 24 teaching periods, per 8-day cycle, in another semester, without additional compensation, including the overage stipend. Teachers who have such a schedule will be paid as 1.0 FTE for the school year. Should a teacher leave before the end of the school year, the District will adjust their salary to correspond to the actual FTES that they worked during the school year prior to their separation.

**Teachers who teach 36 teaching periods per 8-day cycle, per semester, may not have a preparation period every day, but shall be guaranteed to receive 8 preparation periods, each equivalent in length to 1 instructional period, during each 8-day cycle.

a. The Building Principal may assign a teacher no more than 36 teaching periods per cycle, per school year, but only with the consent of the teacher, and such teacher shall receive additional compensation of $1/7^{th}$ of their annual salary or $1/14^{th}$ for a semester course. Teachers shall only be entitled to receive the compensation set forth in this paragraph, provided that they teach 36 teaching periods, per 8-day cycle, per school year. Teachers who teach more than 30 teaching periods per 8-day cycle, per year but less than 36 teaching periods per 8-day cycle, per year, shall receive a pro-rated amount of the compensation stipend set forth in this paragraph.

b. The remainder of a teacher's workday shall be scheduled as necessary by the District. Options of what the District may assign during the remainder of the school day shall include but not be limited to: grade level meetings, building level meetings, department meetings, professional development, additional preparation periods (individual and/or team), training, curriculum development.

c. Teachers shall have no more than three (3) subject matter preparations per 8-day cycle and act as a sponsor for a school activity that requires time less often than once a week on the average. The Building Principal may assign a fourth subject matter preparation per 8-day cycle, provided the teacher is assigned no more than three (3) duties, per 8-day cycle. The Building Principal may offer a teacher a fifth subject matter preparation per 8-day cycle. Teachers who accept and teach five subject matter preparation periods in an 8-day cycle will be given a stipend of $3,000 per semester in 2022-2023, $3,054 in 2023-2024, $3,109 in 2024-2025, and $3,165 in 2025-2026.

d. Secondary Teachers who are required to teach four (4) consecutive instructional periods in a row during an 8-day cycle, will be entitled to an annual stipend of $1,500 during the 2022-2023 school year, $1,527 in 2023-2024, $1,554 in 2024-2025 and $1,582 in 2025-2026. Such stipend shall be pro-rated if a Teacher does not teach four (4) consecutive instructional periods in a row (during an 8-day cycle) for the entire school year. This stipend shall

not apply to teachers who have an overage and teach more than 30 instructional periods per 8-day cycle. In such cases, teachers shall be entitled to the applicable overage stipend set forth in subsection (C)(1)(a).

e. In creating Secondary Teachers' schedules, the District will consult with the Department Chairs about the creation of the schedule and the Union President for purposes of ensuring the contract is being complied with.

2. All teachers will reserve Tuesdays for faculty, department, and committee meetings and at least two other afternoons (or one afternoon and one morning) per week for extra-help sessions. There will be one Back-to-School Night at the Junior-Senior High School, and the opportunity for a second, to accommodate the Middle School structure, if necessary. All teachers will have no more than three supervision assignments, such as but not limited to, concerts, plays, dances, and athletic events, besides Back-to-School Night(s), during each school year.

3. Lunch supervision will be limited to not more than four teachers, with a maximum of eight (8) per day in the cafeteria during the lunch period. Other teachers may be assigned during a specific lunch period to posts in the corridor, patio, and other places identified by the Building Principal. The District will make every effort to rotate the assignment of duties.

4. School counselors' work day shall include a duty-free lunch period one period in length. Lunch periods shall be staggered so the guidance office is covered by counselors throughout the entire school day. In addition to Back-to-School Night(s) and parent orientation nights, school counselors shall be available five times during the school year for evening meetings, no more than three of which may be for parent conferences. They will, however, be exempt from the three evening supervision assignments. School counselors' work year shall include five days in addition to and outside the regular school year. These five days may be scheduled in either the week following the closing of school in June or the week prior to the opening of school in September or some combination thereof. They shall receive a differential equal to 5% of their salary, as determined by the salary schedule, each year.

5. Secondary physical education teachers will be responsible for the normal class load, as described above in C.1.

6. One team leader in each of grades 7, 8 and 9 shall receive an additional stipend as follows:

2022-2023: $4,763;
2023-2024: $4,849;
2024-2025: $4,936;
2025-2026: $5,025.

Appointment to such position shall be at the discretion of the District and will be made for one year only.

7. Teachers who accept an additional teaching assignment for which they receive additional compensation shall carry a regular supervision load. Teachers who teach a

sixth period on any day as part of their regular teaching assignment shall be relieved of supervisory duties on any days when they teach such a sixth period.

8. The ETA and the District agree to leave the topic of flexible scheduling open and subject to future (i.e. post-contract) good-faith negotiations at any time. During the term of the 2016-2021 Agreement, the parties shall follow the provisions of Paragraph 10 of the Memorandum of Agreement executed on December 2, 2016.

XV
SUBSTITUTES

A. The Administration will endeavor, to the extent possible, to provide substitutes to cover special-subject classes when said teacher is absent.

B. A joint administration-teacher committee shall be formed to advise the Superintendent on the problem of obtaining substitutes. The teacher members of the Committee shall be appointed by the Association.

C. Notwithstanding the provisions of Section A above, effective upon ratification of this Agreement, teachers who agree to serve as substitutes for absent colleagues during their lunch or other non-instructional time will be compensated for such service over the course of any school year at the following rates:

	1-5 Coverages	**6-10 Coverages**	**Over 10 Coverages**
2022-2023:	$38.68/period	$44.79/period	$50.90/period
2023-2024:	$39.38/period	$45.60/period	$51.82/period
2024-2025:	$40.09/period	$46.42/period	$52.75/period
2025-2026:	$40.81/period	$47.26/period	$53.70/period

Increases to the sub-coverage amounts during the term of this Agreement shall be governed by the percentage increases for stipends.

XVI
CLASS SIZE

A. It is the collective desire of the District, its Board of Education and the ETA that whenever feasible, class size (other than for large group instruction) should not exceed the following targets:

1. For Kindergarten through Grade 2: 22 students.
2. For Grades 3-6: 24 students.
3. For Grades 7-12: 25 students in academic subjects; 35 students in physical education.

The parties recognize that it is sometimes necessary to exceed these targets, but that this should take place only where appropriate to a particular subject or grade level and with consideration of relevant contributing circumstances. When it appears that such maxima will be exceeded, the Superintendent shall consult with the ETA President or their designee to discuss the reasons for

such excess and who shall participate in identifying and implementing a fair and feasible means for addressing it.

B. Generally, classes may, for flexibility, innovation, or experimentation, be combined or subdivided for instructional purposes or emergency needs.

XVII
TEACHER ABSENCES

A. Illness

1. No deduction in pay will be made for allowable absences for illness: 15 days per year.

2. Unused allowable sick leave for each year shall be cumulative over succeeding years to a maximum of 200 days. Whenever a teacher exceeds the allowable absence for illness in any one year, the additional absence shall be deducted from the cumulative total.

3. If there is no accumulated total, each day's absence beyond the allowed absence for sick leave will result in salary deduction of 1/200 of the teacher's total annual salary.

4. The disability resulting from pregnancy that causes an absence from duties shall be treated the same as any other disability causing an absence.

B. Sick Leave Bank:

1. Effective September 1990, a Sick Leave Bank (SLB) shall be established. Each teacher and administrator shall be assessed 2 sick-leave days from their accumulation to fund the bank. The Board shall contribute 1/2 the total number of employee days contributed. First and second year employees shall not be assessed days nor be eligible to withdraw days from the bank.

2. Withdrawals from the sick-leave bank shall be limited to full-time teachers who are members of the bargaining unit who have worked two or more years in the District, full-time administrators who have worked two or more years in the District, and the Superintendent of Schools as long as they have worked two or more years in the District, who are involved in extended or disabling illnesses or accidents and have exhausted their sick time. Part-time employees who have worked two or more years in the District and who are eligible for membership in the ETA (i.e. employees who work at least 3/5ths part time) may withdraw days from the sick-leave bank on a pro-rated basis. In the event that such a disabling illness or accident is covered under worker's compensation, any insurance payment made for time lost that was covered by the sick bank will be given to the District. In addition, withdrawals from the sick-leave bank are intended to provide a bridge between the time an employee's sick time runs out and, if needed, the Long Term Disability Insurance begins.

3. The SLB shall be administered by one appointee of the Superintendent and one appointee of the ETA President, who shall have the power to act on requests for bank days. In

the event of a dispute over qualifying illness or accident, the issue shall be submitted to the AAA (American Arbitration Association) Expedited Arbitration Rules.

4. The maximum withdrawal by any one teacher shall be 120 days.

5. The bank shall be replenished when the bank's reserve reaches 100 days. Eligible employees shall be assessed 1 day from their sick-leave accumulation, and the total employee days shall be matched by the District. In addition, a sick leave bank member who has accrued more than 200 sick days will contribute one-third of the days in excess of 200 to the sick bank at the end of any school year. Fractional days will be rounded up or down to the nearest whole number.

6. In the event the SLB is being replenished, any employee withdrawing days from the bank will retain eligibility to continue to withdraw days from the bank.

7. The administrators of the sick-leave bank have the right to review requests for additional sick/personal days from teachers who return to work after having withdrawn days from the sick-leave bank. The administrators may grant up to five additional sick-leave bank days, per semester, which will not accumulate and will be included in a teacher's total number of days withdrawn from the sick-leave bank under "4."

C. Absence Other Than Illness

1. An absence of ten (10) days may be granted for illness in the family, including domestic partners, and shall be deducted from sick leave. For purposes of this section the definition of a "Domestic Partner" shall be consistent with the definition of "Domestic Partner" that is set forth by the District's designated Health Plan.

2. Five days may be granted in each case of death in the immediate family and shall not be deducted from sick leave. The immediate family includes husband, wife, son, daughter, step-child, grandchild, mother, father, grandparent, brother, sister, father-in-law, mother-in-law, and other persons living in the employee's immediate household. Up to three days may be granted for the death of the following family members: brother/sister-in-law, aunt, uncle, any individual who served *in loco parentis* during the unit member's life, and other persons per consultation with Superintendent or their designee.

D. Personal Business

A total of not more than five days per year may be used for personal business matters if a written request for such leave is approved by the Building Principal and the Superintendent of Schools not later than 48 hours before such absence is to occur. These days may be granted without stated reason, but requests must be filed by the teacher according to policy recognizing that the leave is being taken to accommodate personal business needs which cannot reasonably be accommodated on non-school days. All such absences shall be counted as sick leave. No personal business leave may be taken the day before or the day after a holiday or school vacation period except with the prior approval of the Superintendent of Schools.

E. Religious Observance

Teachers shall be allowed absence with pay for religious observance and such absence shall be deducted from personal business leave. All arrangements for religious observance will be subject to prior approval of the Building Principal.

F. Jury Duty

Teachers shall be allowed full salary for jury duty provided a teacher called for jury duty shall request (and submit to court) a letter from the Superintendent of Schools that will attempt to postpone the teacher's serving, provided jury duty payments are remitted to the Board under this paragraph.

G. Extended School Year Program

All fulltime special education teachers and teaching assistants who teach in the Extended School Year (ESY) Program shall receive one sick day and one personal day for their use for emergencies with provided reason, during the ESY, 30-day, summer program. If both days are not used, on sick day will be carried over into the subsequent school year.

H. Leaves of Absence: Childcare

1. Absences related to pregnancy, miscarriage, termination of a pregnancy, and childbirth shall be treated as any other illness or disability for the purposes of this Agreement.

2. Because of the extreme importance of continuity and in order to provide the opportunity to plan for covering assignments, a bargaining unit member must notify the Building Principal that they are pregnant or that they plan to be adopting a child and may be requesting a leave as soon as they have reason to believe that such a leave may be requested; and, if possible, before the beginning of the fall semester. The request shall include the date on or before which the bargaining unit member must agree to notify the Board of intent to return to their position the following September. Failure to notify the Board by the stipulated date will be interpreted as the equivalent of a resignation.

3. A teacher will be granted a leave of up to two years, without pay or incremental increases, for the adoption of a child or for child care. Return from such leave will be at the beginning of a school year. Notice of intent to return must be given in writing to the Superintendent of Schools by March 1st for the following school year.

a. Written notification of the leave must be given to the Superintendent of Schools at least thirty days prior to the date such leave is to commence. Where a teacher has elected to take statutory leave pursuant to the Family Medical Leave Act ("FMLA"), they are still entitled to take contractual childcare leave pursuant to this Article, but only if notice is given to the Superintendent of Schools of their intent to take contractual leave not later than the end of the sixth week of FMLA leave.

b. The bargaining unit member shall inform the Superintendent of Schools whether they are taking a one-year or two-year leave. (It is understood that a one-year leave may later be extended to a two-year leave by the bargaining unit member.)

c. By mutual agreement of the Board and the bargaining unit member, the duration of the leave may be altered.

4. A teacher who takes a leave of absence of one year or more and returns to service shall be placed one salary increment step higher than the step at which they were placed immediately prior to the leave.

I. Leaves of Absence: Other Reasons

1. A leave of absence may be granted without pay for valid reasons with the approval of the Board of Education.

2. All teachers on leave through the end of a school year must notify the District by March 1st of their intent either to return or to request another leave for the following school year. In extraordinary circumstances where a teacher has been granted leave for a Sick Bank-eligible health condition, an extension of the March 1st date may be granted by the Sick Leave Bank Administrators.

3. A teacher who takes a leave of absence of one year or more and returns to service shall be placed one salary increment step higher than the step at which they were placed immediately prior to the leave.

XVIII
SCHOOL AIDES: SUBCONTRACTING

A. Recognizing the valuable service that teacher aides perform in the District, it is the Board's intention to continue the employment of such aides, the number and types of aides to be determined by the Board in consultation with the teachers. In making such employment, emphasis will be placed upon improving the quality of instruction by enabling the teacher to work with students, parents, and fellow teachers, and provide an opportunity to develop a program of individual instruction.

B. The employment of aides shall not be used as a device to increase class size.

C. There will be no subcontracting of work performed by members of the bargaining unit to private profit-making organizations. However, private consultants may be used as needed by the District to the extent that they do not replace members of the bargaining unit.

D. Recognizing that aides and volunteers must be properly trained and evaluated to be of maximum help, a committee composed of two teachers and one administrator will be formed in each building for the purpose of developing a training program and evaluation procedure. Each teacher supervising an aide or volunteer will make a written evaluation of such aide or volunteer twice a year, in January and June.

XIX
TEACHING ASSISTANTS

Teaching assistants shall be covered by all terms and conditions of this Agreement except for the following:

Article XII
Article XIV, A2, B3a, B4, C1, C4, C5, C6
Article XVI
Article XXX B*, D, E

* Teaching assistants shall receive salaries based on one-half of the BA lane, to a maximum of Step 12. Teaching assistants shall be placed on the step that reflects their experience. Notwithstanding the foregoing, any teaching assistant who has passed Step 12 of the BA lane in 2006-2007 will remain on such higher step in 2007-2008 and thereafter.

XX
HEALTH INSURANCE AND HOSPITALIZATION

A. For all full-time employees covered by this Agreement applying for coverage on a timely basis, the Board of Education will provide coverage in the State-Wide Schools Cooperative Health Plan (hereinafter "SWSCHP"). Any change from SWSCHP to a different health insurance plan shall be by mutual agreement between the Board and the Association. The ETA's consent to such change shall not be unreasonably withheld. A teacher may select HMO coverage rather than SWSCHP coverage. The Board's contribution to an HMO shall not exceed the maximum contribution it makes for the same plan category in SWSCHP.

B. Employees eligible for health insurance shall pay the applicable annual health insurance premiums set forth below, which shall be, as the employee may direct, either by payroll deduction or by payroll reduction so long as the employee is on payroll and receiving salary sufficient to cover the payment:

Effective July 1, 2022: 17.5%
Effective July 1, 2023: 18.0%
Effective July 1, 2024: 18.5%
Effective July 1, 2025: The health insurance contribution shall be increased to 19% provided the union receives a 2% salary increase. If the salary increase received in less than 2%, the health insurance contributions shall increase to 18.75%.

C. 1. The District shall make an annual waiver payment to each teacher on payroll who agrees to waive health insurance coverage as follows: for waiving individual coverage, $1,000; and for waiving two-person or full-family coverage, $1,500. In the event of a major life change such as the loss of dependent coverage on a spouse's policy, the District shall allow reentry to the extent permitted by the insurance carrier upon a *pro-rata* repayment of the waiver amount paid for the year in question.

2. Effective July 1, 2021, in each year that at least an average of twenty (20%) percent of the unit declines the District provided health insurance benefits, such unit members shall receive one thousand five hundred dollars ($1,500) for declining individual coverage or five thousand dollars ($5,000) for declining two-person or family coverage. By the last paycheck in the school year, should at least an average of twenty (20%) percent of the unit members declined coverage for a full 12 months (July 1 – June 30), unit members will receive a lump sum payment equal to the difference between the increased benefits in this subsection and the benefits set forth in subsection C.1.

If fewer than an average of twenty (20%) percent of the unit declines the District health insurance for 12 months (July 1 – June 30) in any given year, then unit members shall not be entitled to receive the additional lump sum payment in the last paycheck of the school year as set forth in this subsection C.2.

D. In addition, the District will, upon request, reimburse any teacher hired prior to 3/12/97 who has waived health insurance coverage the cost of the premium for a catastrophic insurance plan provided such cost does not exceed $250 and will establish a self-insurance fund not to exceed $5,000 for the duration of this agreement for reimbursement of any loss of coordination of benefits caused by the waiver of health-insurance coverage.

E. Coverage

1. No current staff member covered by the contract as of 2/1/88 shall be "out of pocket" because of the switch to the Consortium as long as a doctor's fee does not exceed the Empire Plan Schedule. The District will absorb the deductible, any difference between allowed amounts, and the non-reimbursed 20% for:

a. those whose doctors are participating Empire doctors who do not care to join the Consortium plan;

b. those who go to a new doctor who is a participating Empire doctor and who does not care to join the Consortium.

2. There will be no contribution by the District if the current doctor is not in the Empire plan, if a current doctor now in the Empire plan leaves the Empire plan, or if a future doctor is not in the Empire Plan.

3. The Board must have the right to obtain from the staff the names of Empire doctors now used, and the names of any new Empire doctors.

4. The Board has the right to solicit those doctors (above) to join the Consortium. A good-faith mutual effort will be made by the staff and the administration to achieve this with confidentiality.

F. The establishment of a "Health Insurance Committee":

1. A committee of two teachers and two administrators will be established. Its functions shall be:

a. to clarify any aspect of a claim that may be unclear after the Health Plan Administrator has made a determination on a claim;

b. to clarify any misinterpretation of this Agreement;

c. to mediate any individual disagreements regarding the implementation of this Agreement;

d. to resolve any abuses that may occur;

e. to review any claims regarding equivalence and recommend a course of action to the ETA and the Superintendent;

f. to serve as an advisory group to the ETA and the Superintendent regarding any changes that may be necessary in this procedure.

2. If an agreement cannot be reached in a given matter, it shall go to arbitration. The cost for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association. Notwithstanding the foregoing, the parties understand that coverage decisions made by SWSCHP may be reviewed only pursuant to the SWSCHP claims appeal process and such other external review as is provided for by the New York State Insurance Law and the regulations of the New York State Insurance Department.

3. The committee of two teachers and two administrators is hereby empowered to explore, review, and recommend alternative health-insurance plan(s) that provide equal or better benefits.

G. The Board has the right to terminate D and E above if the Empire Plan discontinues operation, no longer offers a Participating Provider Option or dissolves.

H. Benefits for new enrollees under the School District's health and hospitalization plan will not become effective until two months following their date of employment. Benefits will continue at District expense for two months beyond the termination of employment with the District. The above paragraph shall not apply to employees hired on or after July 1, 2022. Employees hired on or after July 1, 2022, shall receive health benefits upon their effective date of appointment.

I. The District will continue to furnish continuing retiree health insurance to employees who retire from service in the District per the TRS definition of "retirement," for the life of the employee, as follows:

1. **Employees who retired on or before June 30, 2007:**
coverage will be provided without any employee contribution other than as may be pro-rated pursuant to Article II of the Agreement.

2. **Employees who commenced service in the District on or before June 30, 2007 and who retire thereafter:**

a. An employee who has completed five or more, but fewer than ten, years of service in the District at the time of retirement will be responsible for a fixed contribution to premium in the annual dollar amount that they were paying in the final year of employment. In the case of retirees who change from family to individual coverage or *vice versa*, the contribution will be adjusted accordingly.

b. An employee who has completed ten or more years of service in the District at the time of retirement will not be required to make any contribution to premium other than as may be pro-rated pursuant to Article II of the Agreement.

3. **Employees who commence service in the District after June 30, 2007:**

a. An employee who has not completed seven years of service in the District at the time of retirement will be responsible for the entire cost of premium if they wish to continue coverage as a retiree.

b. An employee who has completed seven or more years of service in the District at the time of retirement will be responsible for a fixed contribution to premium in the annual dollar amount that they were paying in the final year of employment. In the case of retirees who change from family to individual coverage or vice versa, the contribution will be adjusted accordingly.

c. The Superintendent of Schools shall notify the ETA President of the names of new teachers prior to their formal appointments by the Board of Education so that the ETA may explain the District's benefits structure to such new teachers.

J. Medicare Part B Reimbursement

For teachers who retire after June 30, 2014, the School District will reimburse Medicare Part B premiums paid by the retiree only for the retiree's personal premium expense (not including the retiree's spouse), and only at the basic Medicare Part B premium level without regard to any increased premium attributable to income indexing.

XXI
WELFARE TRUST FUND

1. The District shall fund the Welfare Trust Fund at the following rates:

2022-2023: $1,900 per covered employee;
2022-2023: $1,934 per covered employee;
2023-2024: $1,969 per covered employee;
2024-2025: $2,004 per covered employee;
2025-2026: $2,040 per covered employee.

Any increases to the trust fund in subsequent school years during the term of this Agreement shall be governed by the percentage increases for stipends.

2. Eligible Association members and administrators will receive the benefits provided by the Welfare Trust Fund as follows: (a) a 100% contribution is made for employees who are 0.8 FTE or above; (b) a *pro rata* contribution is made for employees who are 0.6 or 0.7 FTE (in other words, 60% or 70% of the full amount, as the case may be; and (c) no contribution is made for employees who are less than 0.6 FTE.

3. Teachers and administrators who are 0.6 FTE or more become eligible for the benefits provided by the Welfare Trust Fund upon attaining 0.6 FTE status. Teaching assistants become eligible for the benefits provided by the Welfare Trust Fund at the commencement of their third year of employment by the District and attainment of 0.6 FTE status.

4. In addition to the contributions provided for in Paragraph 1 above, the Board will pay to the Welfare Trust Fund an amount equal to the total annual premiums for Long Term Disability insurance for all covered employees. The premiums reflect coverage with a one year waiting period. The level of benefits will remain the same as the level of benefits in effect on November 1, 1990.

5. If the teacher chair of the Welfare Trust Fund is a secondary teacher, they shall be relieved of any duty assignments.

XXII
PAYMENT PLANS/CREDIT UNION/TAX SHELTERED ANNUITY

A. Teachers and others in the bargaining unit will receive their annual salary in twenty payments from September through June.

B. Teachers shall have the option to sign up with the Hudson River Teachers Federal Credit Union and the Board agrees to make necessary deductions and send remittances authorized by the teachers. The options for the credit union may be made once a month.

C. The teachers shall have the option to request a reduction in salary for the purpose of purchasing annuities. Neither the District nor the Association shall be responsible or liable for a teacher's selection.

D. Payroll deductions shall be provided for the NYSUT Benefit Trust and for VOTE/COPE.

E. The options to select and/or change annuity programs may be made no less frequently than quarterly.

F. Teachers shall be afforded an opportunity to participate in an Internal Revenue Code Section 125 Plan 457 and 529 plans.

XXIII
RELEASED TIME FOR THE ASSOCIATION OFFICIALS
USE OF BUILDINGS BY THE ASSOCIATION
PRINTING OF AGREEMENT / ASSOCIATION BUSINESS LEAVE

A. The President of the Association, if teaching at the High School, shall be relieved of homeroom duties, the supervision period and one teaching period. If teaching at an elementary school, the President shall be relieved for a period of time comparable to the High School. During the year in which negotiations are taking place, the chief negotiator for the Association, if teaching at the High School, shall be relieved of homeroom duties and the supervision period. If teaching at an elementary school, every reasonable effort shall be made to adjust the schedule of special subject classes so that such official will have free time at the beginning or end of the morning or afternoon session.

B. The Association will have the right to use school buildings without cost, provided that such use is within the time a custodian is normally on duty and provided arrangements have been made through the Building Principal. The Association will be responsible for the proper care of facilities during their use.

C. The Board and the Association agree to have printed at their joint expense up to three hundred copies of the final Agreement no later than thirty days after the written execution of the Agreement. The format and design of the printed version shall be approved by the parties. In addition, a copy of the Agreement shall be made available on the portion of the District Intranet which is available to ETA unit members.

D. Fifteen days of leave with pay per year shall be provided for Association business purposes to be used by the President or their designees, at the President's discretion. Such days will be scheduled with the prior approval of the Superintendent of Schools, who shall not unreasonably withhold approval. In addition, except in an emergency, the Building Principal shall be notified at least 48 hours in advance as to who is taking the leave and the date of the leave.

E. The School District will provide an office for the Association President in thier school if they do not already have an individual office.

XXIV
HIRING OF ADMINISTRATORS

A. Where practical and feasible, in case of a vacancy in the line administrative staff (Superintendent of Schools, Building Principals, and Assistant Principal), the Board of Education will advise the Association and the professional staff of such vacancy at least ten days prior to making a public announcement of the vacancy.

B. Where practical and feasible, teachers shall be involved in the interviewing process of all line administrators, as defined above.

XXV
DUES DEDUCTION

A. The Board agrees to deduct from the salaries of its employees dues for the Edgemont Teachers Association, as said teachers individually and voluntarily authorize the Board to deduct; and to transmit the monies promptly to such Association. Teachers' authorizations shall be in writing and on their duly approved form.

B. The Association named in Section A. above shall certify to the Board in writing by June 30th all dues structures to be used for the ensuing fiscal year.

C. Deductions referred to in Section A. above shall be made in the following manner:

1. The total annual membership dues certified as mentioned above shall be deducted in twenty equal installments beginning with the first pay period in September.

2. The Association shall provide the Board with a list and the original signed dues authorization forms of those employees who have voluntarily authorized the Board to deduct dues for the Association named in Section A. above.

D. An additional authorization shall be submitted for a new teacher no later than two weeks after the teacher's first day of work, to become effective with the first payroll not less than two weeks after submission.

E. The Board shall, following each pay period from which dues deductions are made, transmit the amount so deducted to the local Association.

F. An employee may withdraw their authorization only by written notice received by the Board between June 1st and June 30th of any given year for the ensuing fiscal year.

XXVI
SCHOOL CALENDAR

A. 1. The school calendar shall be established by the Superintendent of Schools after full discussion with the Association. The school calendar shall be between 184 and 186 days.

2. Effective July 1, 2022, newly hired teachers shall be required to attend up to three (3) days of new teacher orientation, without additional compensation. One of the three (3) days shall be utilized for the new teacher mentor program while the other 2 days will be determined and directed by the District. The days for the new teacher orientation shall be scheduled to take place within the two (2) weeks prior to the beginning of the school year and each day shall last no more than five (5) hours (excluding lunch).

B. For each school year covered by this Agreement, the calendar shall include no more than two days of orientation for the full staff on days immediately preceding the opening of school, but in any event, after Labor Day, except that one of the two orientation days may be held

after the beginning of school. There shall be added during the school year one conference day scheduled in accordance with the paragraph above. Notwithstanding the above, in any year that Labor Day falls on September 5th, 6th, or 7th, the work year may be scheduled to begin prior to Labor Day, but not before September 1st. In a year that teachers begin work prior to Labor Day, one-half (½) of one (1) Superintendent's Conference Day will be dedicated to teachers working in their classrooms. Should the Association desire to hold a union meeting in those years, such meeting will be held during the time dedicated to teachers working in their classrooms.

C. If any emergency days on which all schools of the District are closed have not been used in any year, the first unused day shall be applied to close schools on the Friday immediately before Memorial Day. Any other unused emergency days shall be utilized as the Superintendent of Schools determines, including but not limited to student contact days and conference days.

XXVII
ACADEMIC FREEDOM/NON-DISCRIMINATION

A. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can better be transmitted in an atmosphere that is free from censorship and artificial restraints upon free inquiry and learning and in which academic freedom for teacher and student is encouraged. Academic freedom shall be guaranteed to teachers, and no special limitation shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world, and other branches of learning subject only to accepted standards of professional educational responsibility. Freedom of individual conscience, association, and expression will be encouraged and fairness in procedures will be observed both to safeguard the legitimate interest of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.

B. No teacher shall be denied any benefit of employment because of race, color, creed, religion, sex, age, marital status, other protected category or proper Association activities. The personal and private life of a teacher in general shall be of no concern to the Board except as it bears on students, teachers' duties, and teacher functions.

XXVIII
GRIEVANCE PROCEDURE

A. Philosophy

The parties agree that the establishment and maintenance of a harmonious and cooperative relationship between the Board and its teachers is essential to the operation of the schools. Equitable solutions to grievances of teachers are an essential part of this relationship. The grievance procedure is designed to create the means to reach such solutions.

B. Definition

For purposes of the grievance procedure, grievance shall mean a claim by any teacher, group of teachers, or the Association on the one hand, or the Board or the Administration on the other hand, that this Agreement or any applicable law or regulation is being violated or misinterpreted.

C. Procedures

1. All grievances beyond Stage 1 below shall be in writing. Grievances shall include: the name and position of the aggrieved party(ies); the provision of this Agreement, applicable law, or regulation that is being grieved; the time and place where the alleged events or conditions constituting the grievance occurred or existed and a general statement of relevant data.

2. Except for informal decisions at Stage 1 below, all decisions shall be rendered in writing at each step of the grievance procedure. Each decision shall be promptly transmitted to the teacher or person affected and the Association.

3. If a grievance affects a group of teachers and appears to be associated with system-wide policies, it may be submitted by the Association directly at Stage 2 described below.

4. All reasonable effort will be made to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure.

5. The Board and the Association agree to facilitate any investigation that may be required and to make available any and all material and relevant documents, communications, and records concerning the alleged grievance.

6. Except as otherwise provided at Stage 1, an aggrieved party and any other directly affected person shall have the right at all stages of a grievance to participate in the grievance procedure, including the right to cross-examine all witnesses called against them, to testify, and to call witnesses on their own behalf.

7. No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Board or by any member of the Administration against the aggrieved party or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

8. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views on the grievance.

D. Time Limits

1. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party shall be extended only by mutual agreement.

2. No written grievance will be entertained as described below, and such grievance will be deemed waived, unless the grievance is presented in writing at the first stage within thirty calendar days after the teacher knew or should have known of the act or condition on which the grievance is based.

3. In the event a grievance is filed on or after June 1st, the parties will make every effort to complete Stages 1 through 2 below prior to the end of the school year; it being understood that completion of Stage 3 will be subject to the availability of members of the Board of Education.

4. Failure by the District to issue a determination within the agreed upon time limits at any stage of the grievance procedure shall be deemed a denial and permit the Association to move the grievance forward to the next stage.

E. Stages

1. Stage 1: Building Principal/Employee's Supervisor

a. A teacher having a grievance will discuss it with the Building Principal/the Employee's Supervisor either directly or through an Association representative, with the objective of resolving the matter informally. The Principal or the Employee's Supervisor will confer with all parties in interest. 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 must be presented by the Association to the Building Principal or the Employee's direct Supervisor. Within five school days after the written grievance is presented, the Building Principal or the Employee's direct Supervisor shall render a decision thereon, in writing, and present it to the Association.

2. Stage 2: Superintendent of Schools

a. If the Association is not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision at Stage 1 may be filed with the Superintendent of Schools, within ten school days after the Association has received such written decision at Stage 1. Copies of the written decision at Stage 1 shall be submitted with the appeal.

b. Within five school days after the receipt of the appeal, the Superintendent of Schools, or their duly authorized representative, shall hold a hearing with the teacher and/or their representative, and all other parties in interest.

c. The Superintendent of Schools shall render a decision in writing to the Association within ten school days after the conclusion of the hearing.

3. Stage 3: Board of Education

a. If the Association is not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board within ten school days after receipt of the decision at Stage 2. The grievance record shall be available for the use of the Board.

b. Within ten school days after receipt of an appeal, the Board shall hold a hearing on the grievance. The hearing shall be conducted in executive session.

c. Within ten school days after the conclusion of the hearing, the Board shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the Association.

4. Stage 4: Arbitration

a. If the teacher and/or the Association are not satisfied with the decision at Stage 3, and the Association determines that the grievance is meritorious, it may submit the grievance to arbitration by written notice to the Board within fifteen school days of the decision at Stage 3.

b. Within five school days after such written notice of submission to arbitration, the Board and the Association will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment from said arbitrator within a specified period, a request for a list of arbitrators will be made to the American Arbitration Association and the arbitrator shall be selected under the then applicable rules of that organization.

c. The selected arbitrator will hear the matter promptly and will issue their decision not later than thirty calendar days from the date of the close of the hearing. The arbitrator's decision shall be in writing and will be final and binding upon all parties.

d. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and the Association.

XXIX
INSERVICE COMMITTEE / STI / COORDINATOR OF MENTOR PROGRAM

A. For as long as Edgemont is affiliated with The Scarsdale Teachers Institute, (STI), the Inservice Committee will consist of at least four members from the Edgemont faculty. One member will be an administrator designated by the Superintendent of Schools, and the other members will be appointed by the ETA from each of the schools. The members will serve on the STI Policy Board and Accreditation Committee.

B. The Inservice Committee shall review all Institute inservice course proposals to be presented to the Superintendent. The Committee shall submit written descriptions of recommended courses to the Superintendent no later than thirty days prior to the anticipated commencement of any course, whenever feasible. Upon the recommendation of the Superintendent, the Board shall determine whether or not it will approve the course for salary credit and the Superintendent shall confirm the decision of the Board within thirty days of receiving the original request. If the Board does not approve a course, the Inservice Committee shall have the option of revising and resubmitting the course for Board consideration.

C. Released time equivalent to three school days shall be provided to each of the teacher members of the Inservice Committee for meetings to review Institute courses. If additional time is required to complete its work, the Inservice Committee shall schedule its meetings at such times as all members can reasonably attend.

D. Should the Edgemont Board of Education decide to disaffiliate with STI, all provisions of the Edgemont Inservice Committee, as well as Exhibit B, will be reinstated, as was in effect in the 1993-96 contract.

E. The Board shall fund the Edgemont School District's participation in the Scarsdale Teachers Institute.

F. The Scarsdale Teachers Institute shall be the primary source of inservice credits. Teachers may take up to eight STI credits per year without prior approval, but the Superintendent of Schools must, in advance approve (1) any STI credits in excess of eight per year and (2) any non-STI credits.

G. No more than fifteen inservice credits may be applied to lane advancement in any school year.

H. The Coordinator of the Edgemont Mentor Program will be selected on an annual basis by mutual agreement of the Superintendent of Schools and the ETA President. Effective for the 2022-2023 school year, the Mentor Coordinator Stipend shall be $2,500.

Any increases to the Mentor Coordinator stipend in subsequent school years during the term of this Agreement shall be governed by the percentage increases for stipends.

2022-2023:	$2,500
2023-2024:	$2,545
2024-2025:	$2,591
2025-2026:	$2,638

XXX
SALARY AND OTHER COMPENSATION-RELATED MATTERS

A. Effective July 1, 1993 the salary schedule will consist of the following lanes: BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, Doctorate.

1. All employees hired after July 1, 1994 will be placed on the 15-credit lane salary schedule.

2. Placement on the 15-credit lane salary schedule will be phased in for all employees hired before July 1, 1994.

B. 1. Salary and other compensation-related matters for the period of this Agreement shall be as set forth in Exhibits A1 through A4, B, C, D, D1 through D3, E, E1, and E2 inclusive, attached hereto and made a part hereof.

2. Eligible employees shall move one-step on the applicable salary schedule in each year of the contract.

3. Effective July 1, 2022, the 2021-2022 salary schedule shall be increased by 2.0%.

4. Effective July 1, 2023, the 2022-2023 salary schedule shall be increased by 2.0%.

5. Effective July 1, 2024, the 2023-2024 salary schedule shall be increased by the CPI with a maximum increase of 2.0% and a minimum increase of 1.6%. It is agreed that CPI shall be the Consumer Price Index in the New York Metropolitan Area (CPI-U) for the 12-month period ending in January of 2024.

6. Effective July 1, 2025, the 2024-2025 salary schedule shall be increased by the CPI with a maximum increase of 2.0% and a minimum increase of 1.6%. It is agreed that CPI shall be the Consumer Price Index in the New York Metropolitan Area (CPI-U) for the 12-month period ending in January of 2025.

C. 1. Salary Schedules A1 through A5 establish the base salaries for all teachers and teaching assistants entering service *on or after* July 1, 2017.

2. Teachers and teaching assistants who entered service *prior* to July 1, 2017 shall receive the salary amounts shown on Schedules A1 through A5, plus additional salary as follows:

(a) Each teacher on Steps 1 through 15 of the salary schedule. and each teaching assistant on Steps 1 through 11, shall increase their base salary by $1,000 effective July 1, 2016, by an additional $1,000 effective July 1, 2017, and by an additional $1,000 effective July 1, 2018.

(b) For teachers who were on Step 16 of the salary schedule, and teaching assistants who were on Step 12, during the 2015-2016 school year, $2,000 shall be added to base salary effective July 1, 2016, an additional $2,000 shall be added to base salary effective July 1, 2017, and an additional $2,000 shall be added to base salary effective July 1, 2018.

(c) For teachers who first reach Step 16 of the salary schedule, and teaching assistants who were on Step 12, during the 2016-2017 school year, $2,000 shall be added to base salary effective July 1, 2017, and an additional $2,000 shall be added to base salary on July 1, 2018.

(d) For teachers who first reach Step 16 of the salary schedule, and teaching assistants who were on Step 12, during the 2017-2018 school year, $2,000 shall be added to base salary effective July 1, 2018.

(e) The increases provided for in the preceding sub-paragraphs (C)(2)(a) through (C)(2)(d) shall be permanent increases to salary.

D. A teacher who has served in the armed forces of the United States for at least 20 months shall receive credit for one step on the salary schedule for each 10 months of service up to a maximum of three steps. No credit shall be given for fractions of a 10-month period.

E. A teacher who is called in to screen children or for other District-designated responsibilities during a vacation period will be paid 1/200 of their regular salary, prorated for the hours worked. This provision does not apply to curriculum work.

F. A Curriculum Steering Committee shall be established to meet during each summer to create the plans for curriculum review and development during the school year. Faculty members' participation on this Committee will be by mutual agreement between the Superintendent and the Association. Individuals who elect to participate will be paid at the summer curriculum rate.

G. Hourly pay for curriculum work that is assigned to be conducted outside the regular workday shall be compensated as follows:

2022-2023:	$69.22
2023-2024:	$70.47
2024-2025:	$71.74
2025-2026:	$73.03

H. Employees asked to perform the following duties during the summer period, shall be paid at 1/200th of their regular base salary rate, prorated for the hours worked:

- Kindergarten Screenings;
- Psychological Assessments;
- Placement Testing;
- CSE Meetings and associated evaluations;
- Teachers teaching in the I-CAP Extended School Year Program;

- Teachers teaching in an Extended School Year (ESY) Program

Employees asked to perform any other duties during the summer period, shall be paid at the following summer school rate:

2022-2023:	$69.22
2023-2024:	$70.47
2024-2025:	$71.74
2025-2026:	$73.03

I. Early Notification of Retirement. Unit members who retire from the District into the New York State Teachers Retirement System on June 30th and who submit an irrevocable letter of retirement to the District by the January 15th immediately preceding the June 30th in which they plan to retire, shall receive a lump sum payment of $3,000 upon their retirement from the District.

XXXI
TUITION FOR CHILDREN OF NON-RESIDENT TEACHERS

A unit member commencing service after July 1, 2013, who does not reside in the School District and wishes to enroll a child in the Edgemont public schools will pay tuition at the rate of 10% of the annual tuition being charged to other similarly-situated non-resident children who have been admitted to District schools on a tuition basis. Past practices with respect to the admission of the children of non-resident teachers who commenced service prior to July 1, 2013, will continue in effect, including the terms set forth in Board of Education Resolution No. 11-696, dated June 12, 2012.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives as of the day and year first above written.

BOARD OF EDUCATION,
EDGEMONT UNION FREE SCHOOL DISTRICT

By _____
Superintendent of Schools

EDGEMONT TEACHERS ASSOCIATION

By _____
President

EXHIBIT A1
2022-2023 SALARY SCHEDULE

Note: Effective July 1, 2022, the 2021-2022 salary schedule shall be increased by 2.0%.

Step	B	B+15	M	M+15	M+30	M+45	M+60	DOC
1	67,597	69,287	77,067	79,234	83,532	85,702	90,005	93,145
2	70,206	71,898	80,149	82,312	86,467	88,643	92,844	96,227
3	72,707	74,406	82,998	85,170	89,392	91,562	95,789	99,077
4	75,603	77,298	87,141	89,314	93,607	95,776	99,961	103,582
5	77,773	79,467	90,084	92,255	96,609	98,770	102,981	106,522
6	80,087	81,775	93,494	95,661	100,025	102,196	106,368	109,934
7	82,437	84,127	96,824	98,986	103,409	105,571	109,872	113,343
8	84,554	86,257	100,224	102,390	106,756	108,922	113,173	116,700
9	86,585	88,277	103,648	105,812	110,131	112,309	116,545	120,086
10	88,957	90,650	107,053	109,215	113,550	115,719	119,956	123,492
11	91,336	93,027	111,065	113,229	117,587	119,753	123,933	127,497
12	93,846	95,540	114,862	117,942	122,330	124,529	128,737	132,399
13	95,990	97,692	118,734	122,471	126,861	129,049	133,256	136,898
14	98,548	100,224	122,485	126,287	130,709	132,901	137,174	140,753
15	100,798	102,488	125,955	129,810	134,234	136,418	140,670	144,306
16	103,916	105,608	130,393	134,799	139,177	141,372	145,646	149,375

Longevity increments are as provided in Exhibit C.

EXHIBIT A2
2023-2024 SALARY SCHEDULE

Note: Effective July 1, 2023, the 2022-2023 salary schedule shall be increased by 2.0%.

Step	B	B+15	M	M+15	M+30	M+45	M+60	DOC
1	68,949	70,673	78,608	80,819	85,203	87,416	91,805	95,008
2	71,610	73,336	81,752	83,958	88,196	90,416	94,701	98,152
3	74,161	75,894	84,658	86,873	91,180	93,393	97,705	101,059
4	77,115	78,844	88,884	91,100	95,479	97,692	101,960	105,654
5	79,328	81,056	91,886	94,100	98,541	100,745	105,041	108,652
6	81,689	83,411	95,364	97,574	102,026	104,240	108,495	112,133
7	84,086	85,810	98,760	100,966	105,477	107,682	112,069	115,610
8	86,245	87,982	102,228	104,438	108,891	111,100	115,436	119,034
9	88,317	90,043	105,721	107,928	112,334	114,555	118,876	122,488
10	90,736	92,463	109,194	111,399	115,821	118,033	122,355	125,962
11	93,163	94,888	113,286	115,494	119,939	122,148	126,412	130,047
12	95,723	97,451	117,159	120,301	124,777	127,020	131,312	135,047
13	97,910	99,646	121,109	124,920	129,398	131,630	135,921	139,636
14	100,519	102,228	124,935	128,813	133,323	135,559	139,917	143,568
15	102,814	104,538	128,474	132,406	136,919	139,146	143,483	147,192
16	105,994	107,720	133,001	137,495	141,961	144,199	148,559	152,363

Longevity increments are as provided in Exhibit C.

EXHIBIT A3
2024-2025 SALARY SCHEDULES

Note: Effective July 1, 2024, the 2023-2024 salary schedule shall be increased by the CPI with a maximum increase of 2.0% and a minimum increase of 1.6%. It is agreed that CPI shall be the Consumer Price index in the New York Metropolitan Area (CPI-U) for the 12-month period ending in January of 2024.

	B		B+15		M		M+15		M+30		M+45		M+60		DOC	
Step	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**
1	70,052	70,328	71,804	72,086	79,866	80,180	82,112	82,435	86,566	86,907	88,815	89,164	93,274	93,641	96,528	96,908
2	72,756	73,042	74,509	74,803	83,060	83,387	85,301	85,637	89,607	89,960	91,863	92,224	96,216	96,595	99,722	100,115
3	75,348	75,644	77,108	77,412	86,013	86,351	88,263	88,610	92,639	93,004	94,887	95,261	99,268	99,659	102,676	103,080
4	78,349	78,657	80,106	80,421	90,306	90,662	92,558	92,922	97,007	97,389	99,255	99,646	103,591	103,999	107,344	107,767
5	80,597	80,915	82,353	82,677	93,356	93,724	95,606	95,982	100,118	100,512	102,357	102,760	106,722	107,142	110,390	110,825
6	82,996	83,323	84,746	85,079	96,890	97,271	99,135	99,525	103,658	104,067	105,908	106,325	110,231	110,665	113,927	114,376
7	85,431	85,768	87,183	87,526	100,340	100,735	102,581	102,985	107,165	107,587	109,405	109,836	113,862	114,310	117,460	117,922
8	87,625	87,970	89,390	89,742	103,864	104,273	106,109	106,527	110,633	111,069	112,878	113,322	117,283	117,745	120,939	121,415
9	89,730	90,083	91,484	91,844	107,413	107,835	109,655	110,087	114,131	114,581	116,388	116,846	120,778	121,254	124,448	124,938
10	92,188	92,551	93,942	94,312	110,941	111,378	113,181	113,627	117,674	118,137	119,922	120,394	124,313	124,802	127,977	128,481
11	94,654	95,026	96,406	96,786	115,099	115,552	117,342	117,804	121,858	122,338	124,102	124,591	128,435	128,940	132,128	132,648
12	97,255	97,637	99,010	99,400	119,034	119,502	122,226	122,707	126,773	127,273	129,052	129,560	133,413	133,938	137,208	137,748
13	99,477	99,868	101,240	101,639	123,047	123,531	126,919	127,418	131,468	131,986	133,736	134,263	138,096	138,639	141,870	142,429
14	102,127	102,529	103,864	104,273	126,934	127,434	130,874	131,389	135,456	135,989	137,728	138,270	142,156	142,715	145,865	146,439
15	104,459	104,870	106,211	106,629	130,530	131,043	134,524	135,054	139,110	139,657	141,372	141,929	145,779	146,353	149,547	150,136
16	107,690	108,114	109,444	109,874	135,129	135,661	139,695	140,245	144,232	144,800	146,506	147,083	150,936	151,530	154,801	155,410

Longevity increments are as provided in Exhibit C.

EXHIBIT A4
2025-2026 SALARY SCHEDULES

Note: Effective July 1, 2025, the 2024-2025 salary schedule shall be increased by the CPI with a maximum increase of 2.0% and a minimum increase of 1.6%. It is agreed that CPI shall be the Consumer Price index in the New York Metropolitan Area (CPI-U) for the 12-month period ending in January of 2025.

	B		B+15		M		M+15		M+30		M+45		M+60		DOC	
Step	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**	**Min (1.6%)**	**Max (2.0%)**
1	71,173	71,735	72,953	73,528	81,144	81,784	83,426	84,084	87,951	88,645	90,236	90,947	94,766	95,514	98,072	98,846
2	73,920	74,503	75,701	76,299	84,389	85,055	86,666	87,350	91,041	91,759	93,333	94,068	97,755	98,527	101,318	102,117
3	76,554	77,157	78,342	78,960	87,389	88,078	89,675	90,382	94,121	94,864	96,405	97,166	100,856	101,652	104,319	105,142
4	79,603	80,230	81,388	82,029	91,751	92,475	94,039	94,780	98,559	99,337	100,843	101,639	105,248	106,079	109,062	109,922
5	81,887	82,533	83,671	84,331	94,850	95,598	97,136	97,902	101,720	102,522	103,995	104,815	108,430	109,285	112,156	113,042
6	84,324	84,989	86,102	86,781	98,440	99,216	100,721	101,516	105,317	106,148	107,603	108,452	111,995	112,878	115,750	116,664
7	86,798	87,483	88,578	89,277	101,945	102,750	104,222	105,045	108,880	109,739	111,155	112,033	115,684	116,596	119,339	120,280
8	89,027	89,729	90,820	91,537	105,526	106,358	107,807	108,658	112,403	113,290	114,684	115,588	119,160	120,100	122,874	123,843
9	91,166	91,885	92,948	93,681	109,132	109,992	111,409	112,289	115,957	116,873	118,250	119,183	122,710	123,679	126,439	127,437
10	93,663	94,402	95,445	96,198	112,716	113,606	114,992	115,900	119,557	120,500	121,841	122,802	126,302	127,298	130,025	131,051
11	96,168	96,927	97,948	98,722	116,941	117,863	119,219	120,160	123,808	124,785	126,088	127,083	130,490	131,519	134,242	135,301
12	98,811	99,590	100,594	101,388	120,939	121,892	124,182	125,161	128,801	129,818	131,117	132,151	135,548	136,617	139,403	140,503
13	101,069	101,865	102,860	103,672	125,016	126,002	128,950	129,966	133,571	134,626	135,876	136,948	140,306	141,412	144,140	145,278
14	103,761	104,580	105,526	106,358	128,965	129,983	132,968	134,017	137,623	138,709	139,932	141,035	144,430	145,569	148,199	149,368
15	106,130	106,967	107,910	108,762	132,618	133,664	136,676	137,755	141,336	142,450	143,634	144,768	148,111	149,280	151,940	153,139
16	109,413	110,276	111,195	112,071	137,291	138,374	141,930	143,050	146,540	147,696	148,850	150,025	153,351	154,561	157,278	158,518

Longevity increments are as provided in Exhibit C.

EXHIBIT B
SALARY ADVANCEMENT FOR GRADUATE STUDY

I. Determination of credits for partial salary advancement for graduate study.

A. Basic Requirements

1. All courses submitted for credit below the M.A. shall be approved only if they are part of a program toward the M.A. degree in the field of the teacher's service or in a closely allied field.

2. Courses beyond the M.A. degree need not be taken toward an advanced degree but prior approval is necessary.

3. Effective July 1, 1986, no more than 12 credits in administration will be approved for any teacher. Any teacher receiving payment for more than 12 such credits as of June 30, 1986 will continue to receive such payment.

B. Method of Approval

Superintendent's approval must occur prior to course registration. No credit will be allowed for courses taken without prior approval. The Superintendent may consult with other teachers or administrators regarding the value of a particular course. Appeals on any decision may be made, in writing, to the Board.

II. Evaluation of past courses and credits

A. New Staff Members

New staff members shall submit claims for advanced degrees and additional courses for evaluation by the Superintendent.

B. Recording of courses and credits

1. The Superintendent shall keep a record of all claims for credit and the present status of each professional with regard to credit status. The Superintendent shall recommend to the Board, as promptly as possible, all salary advancements based upon such claims.

2. It shall be the responsibility of the teacher to secure prior approval and to have official transcripts or other reports filed in the office of the Superintendent.

III. In-Service Courses

A. The Scarsdale Teachers Institute will serve as the Edgemont In-service Program for Intra-District courses.

B. The STI will recommend to the Edgemont Superintendent, through the Accreditation Committee, that institute courses be approved for salary credit. Institute courses may carry one to three units of credit. Class or lecture time, reading, and appropriate activities for courses of study will be consistent with university practices in order to be approved for credit.

C. Teachers at MA+60 or above who successfully complete STI courses approved for in-service credit will receive $300 per credit, up to a maximum of three (3) credits per year of the contract.

D. In order to obtain salary credit for an approved course, a teacher will be responsible for completing the course requirements. The Director of the Institute will certify to the Superintendent that the teacher has met the requirements. In addition, the teacher shall within 90 days of completion of the course file with the Superintendent a signed statement (1) that the teacher has met all requirements of the course, (2) how the teacher has met those requirements, and (3) requesting the salary credit.

E. Other

1. Teachers desiring to take an in-service course not offered by STI must request prior approval for salary credit from the Superintendent.

2. For salary purposes all approved in-service courses will be treated the same as university graduate credits.

3. School business shall take priority wherever there is a conflict. No penalty to in-service credit or extra assignments shall follow.

IV Effective Date for Salary Advancement

Notification of course completion (for both graduate and in-service courses) will be recorded in the office of the Superintendent and salary adjustment, where appropriate, will be effective September 1st.

V Effective Date for Payment of STI Stipends

Teachers who successfully complete STI courses between July 1st and June 30th will receive stipends no later than October 1st of the following school year. (For example, teachers who take and successfully complete STI courses between July 1, 2017, and June 30, 2018, will receive stipends no later than October 1, 2018.)

EXHIBIT C
LONGEVITY INCREASES

Longevity increases will be granted as follows:

Employees hired **on or after July 1, 1994**, shall be eligible to receive a single longevity payment after twenty-two years of service to the District, in amounts as follows: $4,820 in 2022-2023, $4,907 in 2023-2024, $4,995 in 2024-2025, and $5,085 in 2025-2026.

The longevity increment amounts shown below apply to employees hired **before July 1, 1994**.

	B	B+15	M	M+15	M+30	M+45	M+60	DOC
2022-2023	$2,402	$0	$3,913	$3,911	$3,868	$3,877	$3,899	$3,982
2023-2024	$2,445	$0	$3,983	$3,981	$3,938	$3,.947	$3,969	$4,054
2024-2025	$2,489	$0	$4,055	$4,053	$4,009	$4,018	$4,040	$4,127
2025-2026	$2,534	$0	$4,128	$4,126	$4,081	$4,090	$4,113	$4,201

For employees hired **before July 1, 1994**, who were not receiving a longevity increment as of July 1, 1993, the applicable amount in the above table will be added to salary on each July 1, following the completion of 20 and 25 years of in-District service.

EXHIBIT D
COACHING SALARIES

The following schedule for payment of coaching responsibilities is in accordance with agreement reached by the Board and the Association.

I. **Coaching**

A. Any money compensation for these duties will be based upon assignments above and beyond the regular teaching responsibilities.

B. If a teacher has any released time or duty, extra compensation will not be granted.

C. Payment will be made at the end of the time of the responsibility upon administrative evaluation and confirmation that the responsibilities of the positions were carried out.

D. The Junior-Senior High School physical education teachers will be responsible for their normal class load as described in Article XIV.

E. Vacant coaching positions are open to any teacher in the school district, K-12. Edgemont teachers are encouraged to apply for coaching positions and will be given full consideration.

EXHIBIT D1
FALL COACHING SALARY SCHEDULES

Note: Effective July 1, 2022, coaching stipends ($ per point) shall be increased by 1.8% in each year of the contract.

		2022-2023				2023-2024				2024-2025				2025-2026			
		$ Per Point		$110.88		$ Per Point		$112.88		$ Per Point		$114.91		$ Per Point		$116.98	
Fall Positions	**Pts**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**
Cheerleading	29	3,216	3,312	3,377	3,538	3,274	3,372	3,438	3,601	3,332	3,432	3,499	3,665	3,392	3,494	3,562	3,731
Cross Country (B/G Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Cross Country (B/G Ass't)	39	4,324	4,454	4,540	4,756	4,402	4,534	4,622	4,842	4,481	4,615	4,705	4,929	4,562	4,699	4,790	5,018
Field Hockey (Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Field Hockey (Ass't)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Football (Head)	86	9,536	9,822	10,013	10,490	9,708	9,999	10,193	10,679	9,882	10,178	10,376	10,870	10,060	10,362	10,563	11,066
Football (First Ass't)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Football (Ass't)	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464
Intramurals Advisor	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Soccer (B/G Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Soccer (B/G JV)	52	5,766	5,939	6,054	6,343	5,870	6,046	6,164	6,457	5,975	6,154	6,274	6,573	6,083	6,265	6,387	6,691
Soccer (B/G Ass't)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Strength Advisor	54	5,988	6,168	6,287	6,587	6,096	6,279	6,401	6,706	6,205	6,391	6,515	6,826	6,317	6,507	6,633	6,949
Swimming (G Head)	70	7,762	7,995	8,150	8,538	7,902	8,139	8,297	8,692	8,044	8,285	8,446	8,848	8,189	8,435	8,598	9,008
Tennis (G Head)	55	6,098	6,281	6,403	6,708	6,208	6,394	6,518	6,829	6,320	6,510	6,636	6,952	6,434	6,627	6,756	7,077
Tennis (G JV)	42	4,657	4,797	4,890	5,123	4,741	4,883	4,978	5,215	4,826	4,971	5,067	5,309	4,913	5,060	5,159	5,404
Tennis (G Ass't)	39	4,324	4,454	4,540	4,756	4,402	4,534	4,622	4,842	4,481	4,615	4,705	4,929	4,562	4,699	4,790	5,018
Volleyball (Head)	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464
Volleyball (JV)	44	4,879	5,025	5,123	5,367	4,967	5,116	5,215	5,464	5,056	5,208	5,309	5,562	5,147	5,301	5,404	5,662
Volleyball (Ass't)	39	4,324	4,454	4,540	4,756	4,402	4,534	4,622	4,842	4,481	4,615	4,705	4,929	4,562	4,699	4,790	5,018

EXHIBIT D2
WINTER COACHING SALARY SCHEDULES

Note: Effective July 1, 2022, coaching stipends ($ per point) shall be increased by 1.8% in each year of the contract.

		2022-2023				2023-2024				2024-2025				2025-2026			
		$ Per Point			$110.88	$ Per Point			$112.88	$ Per Point			$114.91	$ Per Point			$116.98
Winter Positions	**Pts**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**
Basketball (B/G Head)	77	8,538	8,794	8,965	9,392	8,692	8,953	9,127	9,561	8,848	9,113	9,290	9,733	9,007	9,277	9,457	9,908
Basketball (B/G JV)	61	6,764	6,967	7,102	7,440	6,886	7,093	7,230	7,575	7,010	7,220	7,361	7,711	7,136	7,350	7,493	7,850
Basketball (B/G Ass't)	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464
Bowling (B/G Head)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Cheerleading	33	3,659	3,769	3,842	4,025	3,725	3,837	3,911	4,098	3,792	3,906	3,982	4,171	3,860	3,976	4,053	4,246
Gymnastics (Head)	77	8,538	8,794	8,965	9,392	8,692	8,953	9,127	9,561	8,848	9,113	9,290	9,733	9,007	9,277	9,457	9,908
Gymnastics (Ass't)	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464
Ice Hockey (Head)	65	7,207	7,423	7,567	7,928	7,337	7,557	7,704	8,071	7,469	7,693	7,842	8,216	7,604	7,832	7,984	8,364
Ice Hockey (Ass't)	51	5,655	5,825	5,938	6,221	5,757	5,930	6,045	6,333	5,860	6,036	6,153	6,446	5,966	6,145	6,264	6,563
Intramurals Advisor	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464
Skiing (B/G Head)	64	7,096	7,309	7,451	7,806	7,224	7,441	7,585	7,946	7,354	7,575	7,722	8,089	7,487	7,712	7,861	8,236
Skiing (B/G Ass't)	46	5,100	5,253	5,355	5,610	5,192	5,348	5,452	5,711	5,286	5,445	5,550	5,815	5,381	5,542	5,650	5,919
Strength Advisor	60	6,653	6,853	6,986	7,318	6,773	6,976	7,112	7,450	6,895	7,102	7,240	7,585	7,019	7,230	7,370	7,721
Swimming (B Head)	70	7,762	7,995	8,150	8,538	7,902	8,139	8,297	8,692	8,044	8,285	8,446	8,848	8,189	8,435	8,598	9,008
Winter Track (B/G Head)	70	7,762	7,995	8,150	8,538	7,902	8,139	8,297	8,692	8,044	8,285	8,446	8,848	8,189	8,435	8,598	9,008
Winter Track (B/G Ass't)	51	5,655	5,825	5,938	6,221	5,757	5,930	6,045	6,333	5,860	6,036	6,153	6,446	5,966	6,145	6,264	6,563
Wrestling (Head)	77	8,538	8,794	8,965	9,392	8,692	8,953	9,127	9,561	8,848	9,113	9,290	9,733	9,007	9,277	9,457	9,908
Wrestling (Ass't)	58	6,431	6,624	6,753	7,074	6,547	6,743	6,874	7,202	6,665	6,865	6,998	7,332	6,785	6,989	7,124	7,464

EXHIBIT D3
SPRING COACHING SALARY SCHEDULES

Note: Effective July 1, 2022, coaching stipends ($ per point) shall be increased by 1.8% in each year of the contract.

		2022-2023				2023-2024				2024-2025				2025-2026			
		$ Per Point			$110.88	$ Per Point			$112.88	$ Per Point			$114.91	$ Per Point			$116.98
Spring Positions	**Pts**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**	**0-3 YRS**	**4-6 YRS (1.03)**	**7-10 YRS (1.05)**	**>10 YRS (1.10)**
Baseball (Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Baseball (JV)	52	5,766	5,939	6,054	6,343	5,870	6,046	6,164	6,457	5,975	6,154	6,274	6,573	6,083	6,265	6,387	6,691
Baseball (Ass't)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Golf (B/G Head)	59	6,542	6,738	6,869	7,196	6,660	6,860	6,993	7,326	6,780	6,983	7,119	7,458	6,902	7,109	7,247	7,592
Intramurals Advisor	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Lacrosse (B/G Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Lacrosse (B/G JV)	52	5,766	5,939	6,054	6,343	5,870	6,046	6,164	6,457	5,975	6,154	6,274	6,573	6,083	6,265	6,387	6,691
Lacrosse (B/G Ass't)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Softball (Head)	67	7,429	7,652	7,800	8,172	7,563	7,790	7,941	8,319	7,699	7,930	8,084	8,469	7,838	8,073	8,230	8,622
Softball (JV)	52	5,766	5,939	6,054	6,343	5,870	6,046	6,164	6,457	5,975	6,154	6,274	6,573	6,083	6,265	6,387	6,691
Softball (Ass't)	48	5,322	5,482	5,588	5,854	5,418	5,581	5,689	5,960	5,516	5,681	5,792	6,068	5,615	5,783	5,896	6,177
Strength Advisor	54	5,988	6,168	6,287	6,587	6,096	6,279	6,401	6,706	6,205	6,391	6,515	6,826	6,317	6,507	6,633	6,949
Tennis (B Head)	55	6,098	6,281	6,403	6,708	6,208	6,394	6,518	6,829	6,320	6,510	6,636	6,952	6,434	6,627	6,756	7,077
Tennis (B JV)	42	4,657	4,797	4,890	5,123	4,741	4,883	4,978	5,215	4,826	4,971	5,067	5,309	4,913	5,060	5,159	5,404
Tennis (B Ass't)	39	4,324	4,454	4,540	4,756	4,402	4,534	4,622	4,842	4,481	4,615	4,705	4,929	4,562	4,699	4,790	5,018
Spring Track (B/G Head)	76	8,427	8,680	8,848	9,270	8,579	8,836	9,008	9,437	8,733	8,995	9,170	9,606	8,890	9,157	9,335	9,779
Spring Track (B/G Ass't)	53	5,877	6,053	6,171	6,465	5,983	6,162	6,282	6,581	6,090	6,273	6,395	6,699	6,200	6,386	6,510	6,820

EXHIBIT E
EXTRACURRICULAR SUPERVISION

This schedule was developed cooperatively by administrators and the ETA Negotiations Committee, in light of several criteria:

A. Any money compensation for these duties will be based upon assignments above and beyond the regular teaching responsibilities.

B. If a teacher has any released time or duty, extra compensation will not be granted.

C. There should be a relationship among the various categories or activities. However, this relationship must be flexible since conditions and responsibilities may change annually.

D. Where possible and practical, any position is open to any teacher in the school district, grades K-12.

E. Payment will be made at the end of the responsibility upon administrative evaluation and confirmation that the responsibilities of the position were carried out.

Chaperoning and Supervisory Responsibilities After School

A. All assigned activities will be compensated on a fixed per event basis with no aggregate limit as follows:

Effective Date	Events up to 3 Hours	Events in Excess of 3 Hours
July 1, 2022	$136	$163
July 1, 2023	$138	$166
July 1, 2024	$140	$169
July 1, 2025	$143	$172

B. If no ETA member volunteers for these assignments, they may be filled by non-ETA-member employees of the School District. Prior to filing one of these assignments with a non-ETA-member employee, the ETA President or their designee shall be notified, and shall have a reasonable opportunity to canvass the ETA membership for volunteers.

EXHIBIT E1
EXTRACURRICULAR STIPENDS
SECONDARY ACTIVITIES

Note: Effective July 1, 2022, extracurricular stipends shall be increased by 1.8% in each year of the contract.

Title	2022-2023	2023-2024	2024-2025	2025-2026
Publications				
Respectus	5,629	5,730	5,833	5,938
Campus	5,469	5,567	5,667	5,769
Portfolio	1,548	1,576	1,604	1,633
Chanticleer	3,094	3,150	3,207	3,265
Reflections Art	666	678	690	702
Reflections Lit	1,624	1,653	1,683	1,713
Student Council				
GO	5,469	5,567	5,667	5,769
GA	2,654	2,702	2,751	2,801
Clubs				
Model UN	6,405	6,520	6,637	6,756
Overnight Chaperones	440	448	456	464
Daytime Chaperones - Weekend days	443	451	459	467
Dance	1,474	1,501	1,528	1,556
7th Grade Science Research	1,829	1,862	1,896	1,930
Mathletes (Maximum)	1,345	1,369	1,394	1,419
Academic Challenge (inc. up to 3 weekend meets)	2,888	2,940	2,993	3,047
Robotics	2,204	2,244	2,284	2,325
Peer Leadership	2,213	2,253	2,294	2,335
Science Olympiad	2,455	2,499	2,544	2,590
Major Musical Production				
Director	5,320	5,416	5,513	5,612
Orchestra Director	3,178	3,235	3,293	3,352
Vocal Director	3,178	3,235	3,293	3,352
Choreographer	2,654	2,702	2,751	2,801
Stagecraft	1,766	1,798	1,830	1,863
Costumes	1,145	1,166	1,187	1,208
Producer	2,645	2,693	2,741	2,790
Playbill	551	561	571	581
Major Dramatic Production				
Director	4,650	4,734	4,819	4,906
Stagecraft	1,766	1,798	1,830	1,863
Costumes	1,145	1,166	1,187	1,208
Producer	1,102	1,122	1,142	1,163
Playbill	551	561	571	581

Junior-High School Musical				
Director	4,408	4,487	4,568	4,650
Vocal Director	1,653	1,683	1,713	1,744
Stagecraft	1,653	1,683	1,713	1,744
Producer	1,653	1,683	1,713	1,744
Playbill	551	561	571	581
Class Advisors				
Senior	4,204	4,280	4,357	4,435
Junior	1,180	1,201	1,223	1,245
Sophomore	586	597	608	619
Freshman	586	597	608	619
Senior Options				
Senior Options Coordinator	4,800	4,886	4,974	5,064
Senior Options Mentor Compensation Method: Individual teacher's base salary divided by 280 per student for up to 3 students per year.				
Evening Music				
Instrumental Music	2,213	2,253	2,294	2,335
Vocal Music	2,213	2,253	2,294	2,335
All County Music				
Band (2 positions: 7-8, 9-12)	896	912	928	945
Chorus (2 positions: 7-8, 9-12)	896	912	928	945
Orchestra (2 positions: 7-8, 9-12)	896	912	928	945
Marching Band				
Marching Band	1,474	1,501	1,528	1,556
Per game, if more than 4 games	370	377	384	391
School Store	1,976	2,012	2,048	2,085
Outdoor Education				
9th Grade Directors	2,060	2,097	2,135	2,173
9th Grade Chaperones, if overnight	738	751	765	779
Overnight Chaperones				
Overnight Chaperones	440	448	456	464
Daytime Chaperones - Weekend days	443	451	459	467
Athletics				
Timekeeper (per game)	110	112	114	116
Basketball Chaperones & Sectional Competitions*	80	81	82	83
*School day afternoons at EHS				

EXHIBIT E2
EXTRACURRICULAR STIPENDS
ELEMENTARY ACTIVITIES

Note: Effective July 1, 2022, extracurricular stipends shall be increased by 1.8% in each year of the contract.

Title	2022-2023	2023-2024	2024-2025	2025-2026
AV	1,474	1,501	1,528	1,556
Publication	1,738	1,769	1,801	1,833
Student Council	1,766	1,798	1,830	1,863
Service Club	1,598	1,627	1,656	1,686
6th Grade Camp Chaperones	1,766	1,798	1,830	1,863
6th Grade Camp Director	4,198	4,274	4,351	4,429
Cultural Arts Liaison	738	751	765	779
Science Coordinator	3,534	3,598	3,663	3,729
Albany Chaperones	112	114	116	118
Overnight Chaperones	440	448	456	464
Daytime Chaperones - Weekend days	443	451	459	467
Coordinator, 5th Grade overnight trip	1,032	1,051	1,070	1,089
All-County Chorus	896	912	928	945
All-County Band	896	912	928	945
Testing Coordinator	2,675	2,723	2,772	2,822
All-County Band (K-6)	896	912	928	945
All-County Chorus (K-6)	896	912	928	945
All-County Orchestra (K-6)	896	912	928	945