



Agreement

between the
RED CREEK
TEACHERS' ASSOCIATION

and the

RED CREEK
CENTRAL SCHOOL DISTRICT

July 1, 2025 - June 30, 2028



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Preamble

The Red Creek Central School District and the Red Creek Teachers' Association in mutual consent, having formulated the following "Agreement" to encompass the terms and conditions of employment and standards of service expressly affirm the following statements.

The primary purpose of the Red Creek Central School District is the instruction and education of pupils within its geographic boundaries.

The Red Creek Central School District recognizes that members of the teaching profession are qualified to assist in formulating policies and programs to improve the educational standards of the District.

The Red Creek Teachers' Association recognizes that the District has the responsibility and public charge for education of pupils.

ARTICLE I **Association Rights and Responsibilities**

A. RECOGNITION

The Red Creek Central School District recognizes the Red Creek Teachers' Association as the exclusive representative of all regularly employed teachers including nurse teachers, guidance counselors, school psychologists, occupational therapists, physical therapists and permanent substitutes to bargain terms and conditions of employment and represent affected employees in the resolution of grievances.

B. ASSOCIATION DUES

1. The District agrees to deduct membership dues for the Association from the wages of active members.
2. Payroll deduction of the Association dues shall take place each pay period during the school year beginning the first pay period in September. New employee dues will be deducted no later than thirty (30) days after signing a membership form.
3. Dues deduction shall continue without interruption unless and until a member withdraws membership in accordance with the policies and procedures of the Association and its affiliates.
4. The District shall supply the Association President and Treasurer with any new unit member's name, title, school assignment, start date, home address, phone number (if available) and salary within thirty (30) days of hire.
5. Within thirty days of hiring, the District will allow for release time for the new hire and an Association representative to discuss membership in the Association.
6. The Association shall provide the District with a list of unit members for whom dues should be deducted and the signed authorization forms for such unit members who have voluntarily authorized the District to deduct dues.
7. The District, following each payroll, shall furnish the Association with a list containing member names and the amount deducted from each respective pay check.
8. The Association will protect, defend, indemnify, and save harmless the District from any and all claims, damages, disputes, and liability as a result of administering this section.

C. NYSUT BENEFIT TRUST DEDUCTION

The employer shall check-off and remit payments to the NYSUT Benefit Trust upon submission of a signed authorization to the payroll office for anyone within the bargaining unit. Such signed authorization may be discontinued at the end of its term upon written notice by the employee to the employer. The employer shall remit to the NYSUT Benefit Trust the payments deducted and shall furnish the Plan with a list of all employees from whose salaries such deductions have been made. Such list shall be furnished not more than once per school year.

The Association agrees to indemnify and hold the District completely harmless from any and all claims which may result from the implementation of this provision.

D. OUTSIDE AGREEMENTS

Any individual arrangement, agreement, or contract between the District and an individual teacher heretofore executed, shall be subject to and consistent with the terms and conditions of this agreement and any individual arrangement, agreement, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling. The foregoing does not apply to compensation for non-bargaining unit work.

E. ASSOCIATION BUSINESS

Upon due notification to the building principal, duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times (as judged by the Superintendent), provided that this shall not interfere with or interrupt normal school operations. The Association shall go through proper channels to obtain the use of the building.

F. USE OF THE BULLETIN BOARDS

The Association may post notices of its activities and matters of Association concern on teacher bulletin boards at least one of which shall be provided in each faculty room. The Association may use teacher mailboxes and/or District e-mail for communications to members. Upon prior arrangements with the building principal, announcements of meetings may be listed in school activity bulletins and the public address system may be used for announcing the date, time, and place of meeting.

G. The building principal shall be notified at least five (5) days prior to days off for the Representative Assembly unless a last-minute replacement is necessary.

H. Three days shall be provided for attendance by an elected representative at the Representative Assembly. No more than one member of the Association shall be absent on any one day for this purpose. The cost of the Representative Assembly shall be borne by the Association. The representative involved shall suffer no loss of compensation.

ARTICLE II
Negotiations Procedures

- A. It is in the public interest to provide the opportunity to mutually discuss terms and conditions of employment. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information and otherwise constructively considering and resolving any such matters.

- B. Neither party in any negotiations shall have any control over the selection of the negotiators or negotiating representatives of the other party and each party may select its representatives from within or outside the school district. While no final agreement shall be executed without ratification by the Association and the Board of Education, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and reach compromises in the course of negotiations.

ARTICLE III
Leaves

A. **SICK LEAVE**

Sick leave is absence from employment because of illness of the employee or a member of his/her immediate family. Immediate family is defined as parent, spouse, child, or person residing in the same house with the employee.

All employees covered by this agreement shall receive twelve (12) full days of sick leave annually. Sick leave shall be accumulated to 310 days of which 210 may be used for sick leave purposes. Accumulated sick leave from 211 days to 310 days will be paid out in a 403b employer contribution at retirement (see Article X, Section F.).

B. **PERSONAL LEAVE**

Personal leave is absence from employment for reasons other than illness or disability.

Personal leave shall not be used for recreational purposes. Personal leave is only to be used for business matters, i.e. banking, house closings, legal appointments, etc. which cannot be scheduled outside of working hours.

Three (3) personal leave days per year shall be granted upon request in writing. Except in the event of an emergency the request will be made at least 3 days prior to use, with no explanation necessary.

The approval of the Superintendent of Schools is required for any request not in writing.

Personal leave shall not be granted before or after a vacation period or holiday, except at the discretion of the Superintendent.

Unused personal leave days will be credited toward the teacher's sick leave accumulation at the end of each school year.

C. ADOPTION PROCEEDINGS

A unit member may take up to five (5) days of accumulated leave time (sick and/or personal) for the adoption of a child.

D. JURY DUTY

All teachers are to be paid their regular schedule of daily pay for time served on jury duty. However, all compensation excluding travel allowance, received for jury duty shall be transferred to the treasurer of the Board of Education. The employee will attempt to reschedule jury duty obligations with the Commissioner of Jurors to occur during summer vacation periods.

E. BEREAVEMENT LEAVE

Up to five (5) days are available for death in the immediate family. Immediate family shall be defined as follows: Mother, Mother in-law, Father, Father in-law, Husband, Wife, Children, Brothers, Sisters, Grandparent, Step Equivalents, or person living in household. Up to three (3) days are available for death of a grandparent in-law, brother-in-law or sister-in-law, and up to two (2) days are available for aunts, uncles, first cousins and nephews/nieces.

Bereavement leave should be used within 15 days of the death or service. A request may be made to the Superintendent of Schools for special circumstances. The decision is at the discretion of the Superintendent of Schools. Settling of estate or other legal business will require use of personal time.

F. MATERNITY LEAVE

1. Maternity Leave for Period of Disability. The Superintendent and/or the building principal shall be notified in writing by the individual as soon as possible after the diagnosis of pregnancy is made by the teacher's personal physician. At such time, the teacher will inform the building principal of the approximate date that she will be disabled due to pregnancy, so that adequate plans can be made for hiring of a substitute.
2. The determination of the date of disability due to pregnancy will be made by the unit member in consultation with her physician.
3. The length of such leave for the period of disability shall be determined by the unit member in consultation with her physician. If the District so desires, a corroborating judgment by an obstetrician of the District's choice may be obtained. In such circumstances, the District shall pay for the services of the obstetrician. If the decision of the physician selected by the District contradicts the decision of the physician selected by the teacher, a mutually acceptable third party (physician) shall be selected to settle the matter.
4. Disabilities caused by or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, are for all job-related purposes temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment.
5. All benefits including but not limited to sick leave under the terms of this agreement, law, tradition, past practice, or school district policy shall accrue to members of the unit on maternity leave.

6. Unpaid days shall not count towards the accrual of seniority.

G. EXTENDED CHILD REARING LEAVE OR ADOPTIVE LEAVE

1. Extended child rearing leave without pay shall be granted to a teacher for the purpose of child rearing and/or adoption for a period not to exceed one (1) year immediately following the birth and/or adoption of the child.

A second year may be granted with the approval of the Board of Education. Upon approval, the two-year consecutive limit shall be regarded as a total family limit per birth where both parents/guardians are RCTA unit members.

2. The Superintendent and/or the building principal shall be notified by the individual as soon as possible after the diagnosis of pregnancy or notification of adoption is made by the teacher's personal physician or the adoption agency of the time he/she wishes to commence his/her extended child rearing leave.
3. At the same time, the teacher shall notify the Superintendent or building principal of the date he/she wishes to terminate the extended leave. Such termination date shall be at the beginning of each quarter or marking period, which is consistent with the length of such leave.
4. For salary purposes, teachers who complete one teaching semester of the school year before beginning an extended child rearing or adoptive leave will be entitled to the next numerical step on the salary schedule if they have not reached the maximum automatic step.

H. WORK RELATED INJURY AND ABSENCE

Whenever a regularly employed teacher is absent from employment and unable to perform his/her duties as a result of personal injury caused by an accident or incident occurring in the course of his/her employment and the teacher has not been personally negligent with reference to the incident, he/she will be paid his/her full salary for up to two years during their absence from employment. The amount of any weekly worker's compensation award made for temporary disability due to said injury will be paid to the District in full by the employee and no part of such absence will be charged to their annual or accumulated sick leave during the period of disability and recovery as decided by the compensation board.

I. UNPAID LEAVES

1. Leave Requests
 - a. Short-Term Leave Requests: A unit member, upon written request to the Superintendent, may request a short-term leave of absence, without pay. Short-term shall be defined as thirty (30) days or fewer. Approval will be at the discretion of the Superintendent.
 - b. Long-Term Leave Requests: A unit member, upon written request to the Superintendent, may be granted a long-term leave of absence, without pay, up to one year at a time, upon the approval of the Board of Education. Long-term shall be defined as more than thirty (30) days. Approval will be at the discretion of the Board of Education. Such leave may be taken in one-half year increments.
2. During the period of absence, the unit member may continue his/her health insurance coverage through the District's group program by making monthly payments at the full premium rates to the District.

ARTICLE IV
Sick Leave Bank

- A. To be a member of the sick leave bank, a teacher must donate one (1) day of accumulated sick leave to the bank.
- B. The bank will be open for donations between the opening of school and September 30. A teacher hired after the official opening of school in September will have a period of thirty (30) days after the date of his/her employment to join the bank. Forms for donating to the bank will be supplied to the teachers by the District Office.
- C. The bank will contain only the number of days donated, but at no time can accept more than two hundred days. It is further agreed that the balance of the bank as of May 9, 2023 is 506.75 days, which will remain in the bank for use until depleted to the point of needing replenishing.
- D. Effective March 1, 2023 through whenever the bank has less than 100 days and needs to be replenished, new sick bank members must sign a form to join but no new days will be accepted. Once the bank has less than 100 days, all regular rules as in A, B, C, E, F, G, and H will apply.
- E. To be eligible to use the bank, a person must have exhausted their accumulated sick days, and have a prolonged certified illness of twenty (20) consecutive or non-consecutive days or greater, and must apply to use the bank in writing to the Superintendent and accompanied by a letter from the member's doctor or relevant health care provider. This application, which must specify the number of sick days requested, will be reviewed by the Chief School Officer. Upon review of the application, the Chief School Officer will determine how many bank days may be used or if further documentation is required. In the event the allocated sick days are used up, the teacher may reapply to the Superintendent for additional sick days. If the additional days are granted, ~~by the committee~~ there will be no interruption of sick day benefits. Sick Leave Bank days granted to the applicant shall not exceed ninety (90) days during one school year.
- F. Once in the bank, a member cannot withdraw except in writing to the Superintendent, and the days contributed would be forfeited. Days donated to the bank remain in the bank.
- G. Twice a year, in September and February, the bank will be replenished if the bank has 100 or fewer days and members will be asked to donate one day.
- H. The accounting and administration of the bank other than stated above, is the responsibility of the District. The Association shall indemnify and protect the District against liability and claim which arise by reason of the District's compliance with this Article.

ARTICLE V
Teaching Hours and Class Loads

- A. A teacher (7-12) will have no more than five (5) teaching classes per day, or no more than 30 obligation periods per week exclusive of activity period, advisory period, and homeroom period. A teacher may accept an additional class if he/she desires - in lieu of an obligation. Teachers who are assigned to teach a 6th period will be paid a stipend of \$1,200 payable in the last pay period of the school year.

B. Notwithstanding A. above the District may assign a sixth (6th) teaching class to a teacher for the purpose of reducing class size or for additional academic courses added to current offerings. Before making the sixth teaching assignment, however, the District will seek volunteers from those unit members who are qualified to teach the course. In the event no qualified applicants are forthcoming, the District may assign the sixth teaching class to a teacher provided such assignment does not result in more than four (4) teaching preparations for such teacher. A teacher with six teaching classes per day will be relieved of a study hall, advisory and homeroom and be compensated as in Article V, A.

C. CLASS LOAD/CLASS RATIO

1. Every effort will be made at all levels (K-12) to keep class loads at ratios which are effective with consideration for students' needs, type of activity, facilities, and safety.
2. Teachers at the elementary level shall receive 40 consecutive minutes of preparation time after the start of the instructional day.

D. The school day shall be:

Teachers UPK-12: seven and three fourths (7 3/4) hours except for teachers responsible for supervision until the second bus leaves. This shall define the contractual day.

It is understood and agreed that the one-quarter (1/4) hour increase in the working day at Article V, Teaching Hours and Class Loads, D. from the 1994-96 contract to the 1996-99 contract is not for regular instruction. Instead, the one-quarter hour increase is to be with student(s) who need extra help. District representatives will consult with Association representatives in terms of adding the one-quarter hour increase in the morning or afternoon.

It is understood and agreed that the one-quarter (1/4) hour increase for UPK-6 in the working day at Article V, Teaching Hours and Class Loads, D. from the 2011-13 contract to the 2013- 16 contract that no teacher shall have their instructional time increased. This additional time shall be added to the morning schedule.

In case of a significant emergency, the Superintendent has the authority to make appropriate adjustments to these school day times for the duration of the emergency.

E. A junior/senior high school teacher who is assigned a minimum of five (5) teaching assignments shall be considered a full-time employee for salary and benefit purposes.

F. PROFESSIONAL OBLIGATIONS

1. Parent Teacher Conferences.

- a. For Middle School and High School teachers, there will be two parent-teacher conferences scheduled each school year that begin at the end of the school day and end at 6:00 p.m.
- b. For Elementary teachers, there will be two half-days scheduled for parent-teacher conferences, one being scheduled in the Fall and one being scheduled in the Spring. The conferences will begin at 1:00 p.m. and end at 6:00 p.m.
- c. These conferences will be virtual, by phone call, or in-person.

2. Extra Duty and Open House. One extra-duty evening designated by the Administration other than a basketball game, and exclusive of parent-teacher conferences. In the interest of effective discipline, the persons designated for such duty will be selected from the faculty in the building where the event originates. One evening Open House duty, no longer than 60 minutes, designated by the Administration and exclusive of athletic events or parent-teacher conferences, will be required of all faculty.
3. Chaperoning. The chaperoning of all extra duty events, home and away, shall be voluntary. In the event of an inadequate coverage or number of volunteers, assignment will be made by the building principal. Chaperones will be paid \$32 per hour including travel time for away extra-duty events. Payment by the District will be limited to those activities that are approved by the District.
4. The teacher shall be directly responsible to the building principal and administration. He shall discharge his duties in accordance with the written policies and rules and regulations of the District.
5. Meetings. The teacher shall attend all meetings called by the Administration, Coordinators, and Chairpersons unless excused by the convener. Such meetings will be scheduled with reasonable advance notice, and every effort will be made to terminate the meeting no later than one hour following the end of the normal school day. There shall be not more than eleven (11) faculty meetings per year, and not more than three (3) district-wide, UPK-12 meetings per year. Emergency meetings, in addition to those referenced above may be called as needed. Advance notice of these meetings and a tentative agenda shall be given no later than the Friday immediately prior to the meeting. There shall be up to four (4) Superintendent Conference Days per year.
6. Whenever possible, CSE meetings will be scheduled during the school day during a teacher's planning time or other non-instructional time. Sometimes, due to parent work schedules and availability, CSE meetings must be scheduled after school hours. As such, teachers may be required to stay until 5:00 p.m. up to two (2) times per year, per teacher for CSE meetings, scheduled by the CSE office. Should a teacher lose his/her planning time as a result of a scheduled CSE meeting, that teacher will not be required to stay beyond the normally scheduled work day for a CSE meeting on the same day.

ARTICLE VI

Teacher Protection and Student Discipline

- A. In the case of a discipline dispute involving a member of the faculty and a member or members of the student body, the Administration will strive to obtain all of the facts from all involved parties in the case prior to rendering a decision.
- B. The teacher is responsible for maintaining a climate in which education can take place. Since he/she is responsible for this, then he/she should have a strong voice in determining acceptable student conduct and teaching methods provided that these judgments fall within the scope of the general school regulations as outlined by the District policy.

- C. Should an Administrator feel that a teacher needs guidance in dealing with an academic or discipline problem, he/she should be given guidance in a situation which guarantees privacy, and allows the teacher to educationally profit from the conference. In the event of a serious disagreement, the teacher has the right to have a representative from the Association present, if he/she wishes.
- D. The procedures for dealing with serious disciplinary action are outlined in the Faculty Handbook. Any student who addresses a teacher in a flagrantly disrespectful manner or physically threatens or attacks a teacher shall be dealt with appropriately by the building principal. (The teacher has a right to file legal charges in case of assault in the performance of duty. The teacher must file a detailed written report of the incident with the Administrator.)

ARTICLE VII
Teacher Evaluation

A. APPLICABILITY

Classroom teachers covered by the Annual Professional Performance Review (APPR) Plan as required by Education Law and the Rules of the Board of Regents shall be evaluated in accordance with the agreed upon APPR plan. Nothing in this agreement shall supersede any provision of the agreed upon APPR plan.

All other unit members shall be evaluated in accordance with the language found in B, below.

B. UNIT MEMBERS NOT SUBJECT TO APPR

1. Process

All unit members not subject to APPR shall be evaluated. The evaluation shall have as its primary purpose the determining of the unit member's performance and continued development.

Non-tenured unit members shall have a minimum of two (2) formal observations per year. The first observation of a non-tenured unit member will be completed during the first school semester. The second classroom observation of a non-tenured unit member will be completed by May 1.

Unit members can request administrative evaluations. Other evaluations will be at the discretion of the administration.

These minimum formal observations will be done by a building administrator. If the administrator finds the performance of the non-tenured unit member unsatisfactory, at least two (2) additional formal evaluative classroom observations must be done.

For dismissal on grounds of incompetence, adequate evaluation support must be in evidence.

2. Open Observations

All observations of the work performance of a unit member will be conducted with the full knowledge of the unit member.

3. Post Observation Conferences and Written Report

Formal observations will have post-observation conferences within five (5) school days of the observation. Following that conference the unit member will receive a written report within seven (7) school days giving strengths, weaknesses, and recommendations. This report

will also clearly state whether teacher performance is satisfactory or unsatisfactory.

A written report of the observations is to be signed by both the evaluator and the unit member at the post-evaluation conference.

Unit member signature does not indicate agreement with the evaluation, but indicates that he/she has seen a copy of the report.

Evaluators will familiarize non-tenured unit members with the evaluation devices used and expectations during the observation. This could be done at the orientation for new unit members.

4. Response

The unit member will be given the opportunity to attach comments to an evaluation prior to such report becoming part of the personnel record.

5. Advisory Committee

The formation of an advisory faculty committee to assist a unit member in the recommendations made by the evaluator shall be within the province of the Red Creek Teachers' Association.

C. TEACHERS ELIGIBLE FOR TENURE

Probationary teachers eligible for tenure shall have their final classroom observation at least 30 days prior to the meeting, at which the Board of Education will render its tenure decision.

D. DISMISSAL OR TERMINATION

In the event the District decides to dismiss or terminate any teacher, a written notice of such action shall be sent to the teacher. The teacher shall have the right to a hearing with representation if desired before the Chief School Officer. The Chief School Officer shall notify the affected teacher in writing of his decision within five (5) school days. This does not waive any rights under the Education Law of the State of New York.

E. PERSONNEL FILES

Every teacher shall have the right upon written request to review the contents of his/her personnel file, except letters of reference and recommendation, and teachers shall be entitled to insert in the file written response to materials contained in the file. The teacher shall be permitted to reproduce any materials in his file, with the exception of letters of reference and recommendation.

No material derogatory to a teacher's conduct, service, character or personality will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher shall acknowledge that he/she has had the opportunity to review such material by offering their signature to the copy to be filed, with the expressed understanding that such signature in no way indicates agreement with the contents thereof.

ARTICLE VIII
Professional Training

A. ABOLITION OF POSITION

In the event of the abolition of positions, the provisions of Section 2510 of the New York State Education Law will be utilized.

B. LAYOFF AND RECALL

Layoff and recall procedures shall be in accordance with existing New York State Education laws, regulations, and amendments thereto.

C. GRADUATE HOURS

Effective July 1, 2019, all work beyond the bachelor's degree level will be compensated at the rate of \$80.00 per credit hour in blocks of 3 credit hours.

Before credit hours are taken and granted for salary beyond the B.S. + 30 level, approval must be obtained from the Superintendent. Salary compensation for graduate credit course hours earned during the fall semester will be paid in regular pay checks upon official notice (i.e. transcripts) to the Superintendent that such course work has been successfully completed by the teacher. Payment at the beginning of the second semester will be 50% of that recognized at the beginning of the school year. No more than ten in-service credit hours may be used for salary purposes. This is not retroactive.

Salary compensation for graduate credit course hours earned during the spring semester and summer months will be paid in regular pay checks upon official notice (i.e. transcripts) to the Superintendent that such course work has been successfully completed by the teacher.

D. SABBATICAL LEAVE

1. At the recommendation of the Superintendent, the Board may grant sabbatical leaves for graduate work, research, and other activities which will be for the benefit of the District and the employees.
2. Sabbatical leaves may be granted when, in the opinion of the Board of Education, the leave will benefit the school system. Requests for such leaves must be submitted in writing to the Superintendent by March 1 of the school year immediately preceding the fiscal year for which the sabbatical is requested, with an intended course of study so that a recommendation to the Board may be forthcoming.
3. Only those persons presently certified and who have served in the Red Creek Central School District for a period of five (5) consecutive years shall be considered eligible. Not more than two (2) persons shall be on sabbatical leave during the school year.
4. A teacher on sabbatical leave will be paid full pay for a half year, or half pay for a full year, and upon return shall be given credit towards salary increments for the period of the leave. If for any reason the course of study indicated in Section E.2. has not been fulfilled, there is no obligation on the Board to pay for such leave. In the event of illness or disaster, the recipient of the leave will receive half pay.

5. A teacher accepting a sabbatical leave must agree in writing to return to the District for a period of not less than two (2) years following leave. In the event that a teacher does not remain in the District for a full two (2) years, the salary received will be refunded to the District on a prorated basis as follows: Less than one year full refund; one to two years half refund. Regular monthly reports during the sabbatical leave will be required to be sent to the Superintendent so that he/she is aware of the progress of the leave at all times.

E. SPEECH LICENSE FEE

The District shall reimburse up to \$155 for the speech license fee, with the understanding that these employees keep their license/certification current.

ARTICLE IX
Grievance Procedure

A. DECLARATION OF PURPOSE

Whereas, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the school, it is the purpose of the procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievance of teachers without coercion, interference, restraint, discrimination, or reprisal.

B. DEFINITION

A Grievance - is a claim by any teacher or group of teachers in the negotiation unit based upon any event or condition affecting their welfare and/or terms and conditions of employment which is in violation of the currently negotiated contract or changes in established or newly adopted written policy of the Board of Education.

C. PROCEDURES

1. All grievances shall include the name and position of the aggrieved party, the identity of the provision of law, this agreement, policies, etc., involved in the said grievance, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
2. 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 to the Superintendent or his/her designee.
3. Forms for filing grievances will be mutually agreed upon by both parties.
4. All documents, communications and records dealing with the processing of a grievance shall be filed separately from personnel files of the participants.
5. Except for informal decisions, all decisions shall be rendered in writing.
6. The existence of the procedure hereby established shall not be deemed to require any teacher to pursue the remedies here provided and shall not, in any manner, impair or limit the right of any teacher to pursue any other remedies available in any other form.

7. The Board of Education and the Association agree to make available relevant records concerning the alleged grievance.

D. TIME LIMITS

1. No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
2. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.
3. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
4. In the event a grievance is filed on or after June 1st, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro-rata so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

E. STAGES OF GRIEVANCE

1. Before the submission of a written grievance an attempt by the aggrieved party to resolve the problem informally must be made with the immediate supervisor. The aggrieved party may be accompanied by a representative of the Red Creek Teachers' Association.
2. If the grievance is not resolved informally within five (5) school days, it may be reduced to writing and presented to the building principal within the next five (5) school day period.
3. A determination shall be made by the immediate supervisor within five (5) school days of receipt of the grievance with a copy of the determination sent to the Association.
4. If the aggrieved party is not satisfied with the disposition of the grievance, the decision may be appealed by notifying the Superintendent or his designee in writing within five (5) school days.
5. The Superintendent or his designee shall hold a hearing with the aggrieved party within ten (10) school days upon receipt of the appeal and render a decision within five (5) school days after the conclusion of the hearing. A copy of the decision shall be sent to the Association. The aggrieved party may be represented by a representative of the Association.
6. If the aggrieved party is not satisfied with the disposition of the grievance by the Superintendent or his designee, the decision may be appealed by notifying the Board of Education within five (5) school days after receipt of the decision.

7. The Board of Education shall hold a hearing, in executive session, with the aggrieved party, within ten (10) school days upon receipt of the appeal and shall render a decision within ten (10) school days after the hearing. The Association shall be sent a copy of the decision. The aggrieved party may be represented by a representative of the Association.
8. If the grievance is not resolved to the satisfaction of the aggrieved party and the Association, the Association may notify the Board of Education within ten (10) school days that the Association plans to submit the grievance to arbitration.

F. ARBITRATION

1. Arbitrators shall be selected from the American Arbitration Association panel pursuant to the rules of procedures of the American Arbitration Association and the arbitration shall be so conducted.
2. The selected arbitrator will hear the matter promptly and will issue his decision not later than thirty (30) calendar days from the date of the close of the proceeding. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusions on the issues.
3. The arbitrator shall have no power or authority to make any decision which requires the commission of an act prohibited by law, or which is violative of the terms of this agreement.
4. The decision of the arbitrator shall be final and binding upon the parties.
5. The costs for the services of the arbitrator, including expenses if any, will be borne equally by the Board of Education and the Red Creek Teachers' Association.

ARTICLE X
Conditions of Service

A. HEALTH INSURANCE

1. Active Employees

The District will provide health care insurance through the Finger Lakes Area School Health Plan (FLASHP) and currently offers the following plans:

- Blue Point 2 High (\$5/\$10 Copay, \$0/\$30/\$50 drug rider)
- Blue Point 2 Low (\$15/\$15 Copay, \$0/\$30/\$50 drug rider)
- Healthy Blue Option 1 (Adult \$15/\$25 Copay, Children up to age 19 \$0 copay, \$5/\$25/\$50 drug rider)
- Healthy Blue Option 2 (Adult \$25/\$40 Copay, Children up to age 19 \$0 copay, \$5/\$25/\$50 drug rider)
- Healthy Blue Option 3 (\$30/\$50 Copay, \$5/\$35/\$70 drug rider)

All teachers hired on or after July 1, 2003 who select coverage must enroll in either the Healthy Blue Option 1, Healthy Blue Option 2, Healthy Blue Option 3 or the Blue Point 2 Low policies. All teachers hired on or after July 1, 2025, who select health insurance coverage, will only be offered a selection from either Healthy Blue Option 3 or the High Deductible Health Plan (HDHP).

Health Insurance provided will be subject to the limitations and eligibility standards of FLASHP. Dependent coverage shall be provided to 26 years of age.

Beginning July 1, 2017, all current and future teachers will be offered the Healthy Blue Option 3 Health Plan (Base Plan). The District will contribute 85% towards the plan.

Effective July 1, 2026, the District will contribute 84% towards the plan. Effective July 1, 2027, the District will contribute 83% towards the plan. Employees will be allowed to buy-up to another plan with the difference to be paid in total by the employee.

Beginning January 1, 2017, the following will be offered as an option and added to the contract.

High Deductible Health Plan (Healthy Blue HDHP – 100% Deductible HSA Contribution) in accordance with the provisions below:

- A. The District shall pay 85% of the premium for the Healthy Blue High Deductible Health Plan during the period of this contract.
- B. HSA Account Funding: The District shall fund a Health Savings Account (HSA) for the High Deductible Health Plan in the following manner:
 1. When a unit member elects the High Deductible Health Plan for the first time during an open enrollment, the District will contribute 100% of the current Annual Minimum Required Deductible to be used by the unit member during the following 12-month period. Unit members electing the High Deductible Health Plan for the first time must stay on the plan for the next 12-months. If for any reason a unit member does not stay on the plan for a full 12-months a proportional amount of the deductible will be returned to the District.
 2. After the initial enrollment period, the District shall contribute 100% of the Annual Minimum Required Deductible into the unit member's HSA account during the calendar year. Fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited into the unit member's HSA account within the first two weeks of January but as close to the first business day as practicable in January, and the other fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited within the first two weeks of July but as close to the first business day as practicable of that year.
 3. The combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Healthy Blue Option 3 contribution. If so, the difference in total cost shall be applied to the premium, which will be paid by the unit member. If a contribution is owed by a unit member under paragraph B.1. (the first election of the High Deductible Health Plan), the District will waive up to \$200 of the unit member's contribution, in subsequent years the employee will be responsible for any difference.

C. Health Insurance Buy-Out

An active employee who voluntarily elects not to participate in the health insurance benefit made available by the District shall receive a stipend in an amount to be set according to the table below. Such eligibility shall continue until the employee requests reinstatement to the health insurance program resulting from a qualifying event within the meaning of the District health insurance plan. The request for reinstatement shall be submitted in writing to the Business Official.

<u>Number of Unit members Opting Out</u>	<u>Stipend Amount</u>
0 – 10	\$2,000 per unit member
11 – 20	\$2,500
21 – 30	\$3,000
31 – 40	\$3,500

Payment shall be made as follows: 50% by December 1; 50% by June 30 in the year for which the employee elects to not receive health insurance provided by the District. Stipends under this provision will be pro-rated accordingly

In order for an employee to voluntarily opt-out from participation in the district health plan, the employee shall be required to provide proof of alternative health insurance coverage, to the Superintendent, annually by May 30 or upon hiring.

Please see attached MDA R.K.

D. Married employees of the District shall be able to enroll in two individual plans or one family plan. If the married employees elect to enroll in one family plan, one of the married employees may receive the \$2000 health insurance opt-out payment.

2. Retired employees

The District will pay 70% of the retiree's healthcare insurance premium. In order to be eligible for this benefit, a unit member must have completed fifteen (15) consecutive years in the Red Creek Central School District, working in the District at the time of retirement, and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System. Teachers retiring on or after July 1, 2017, who are below age 65, will be offered the Healthy Blue Option 3 (Base Plan) or the Healthy Blue High Deductible Health Plan.

The District will pay 50% of the retiree's healthcare insurance premium for an individual plan. In order to be eligible for this benefit, a unit member must have completed ten (10) consecutive years in the Red Creek Central School District, work in the District at the time of retirement, and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System. Teachers retiring on or after July 1, 2017, who are below age 65, will be offered the Healthy Blue Option 3 (Base Plan) or the Healthy Blue High Deductible HealthPlan.

If an eligible retiree selects the Healthy Blue High Deductible Health Plan the District will contribute fifty percent (50%) of the Annual Minimum Required Deductible amount, which will be deposited into the unit member's HSA account within the first two weeks of January but as close to the first business day as practicable in January, and the other fifty percent (50%) of the Annual Minimum Required Deductible amount will be deposited within the first two weeks of July but as close to the first business day as practicable of that year. The

combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Healthy Blue Option 3 contribution. If so, the difference in total cost shall be applied to the premium, which will be paid by the unit member.

Retirees enrolled in Blue Point 2 High or Blue Point 2 Low, retiring on or after July 1, 2013 shall have the \$0/\$30/\$50 drug rider. Employees will be allowed to buy-up to another plan with the difference to be paid in total by the employee. Retirees age 65 and over may enroll in one of the following plans:

- Medicare Blue Choice PPO
- Medicare Supplement B (only when Medicare Blue Choice PPO is not an option due to geographic availability)

B. DENTAL INSURANCE

1. Active Employees

The District shall contribute 80% towards individual or family dental insurance plans offered by FLASHP. FLASHP may eliminate, add to, or alter its dental products, but currently offers the following plans: Dental Blue Option 3 and Dental Blue Option 1 Modified.

At the District's discretion, it may change the Dental Program to a self-funded plan. Savings will be used for additional dental benefits above and beyond the presently identified program. If the District changes such plan, it will provide advance notice to the Association.

C. SURVIVOR HEALTH COVERAGE

In the event that a unit member dies in service, health/dental insurance will be provided to the surviving spouse/dependent children provided the spouse/dependent(s) was enrolled in the district health/dental insurance plan at the time of the member's death. The District will provide coverage for up to one year with the surviving spouse/dependent paying the same amount of contribution as the member was paying at the time of their death. After one year, the surviving spouse/dependent(s) may remain in the group by paying the full cost of all premiums. The surviving spouse/dependent must complete an eligibility affidavit annually and dependents will not be covered after reaching the age of twenty-six (26). If the surviving spouse/dependent(s) elect to withdraw from insurance coverage at any time, they will not be eligible to reenroll.

D. MILEAGE ALLOWANCE

Teachers will be reimbursed on approved mileage at the I.R.S. allowance rate per mile for travel, or furnished a car at the discretion of the Superintendent of Schools.

E. ANNUITY

The District agrees to make available deductions for Tax Sheltered Annuity. The District Business Office shall maintain a current listing of participating companies. Interested employees must notify the District Treasurer by September 1 or February 1 of the year in which the employee wishes to begin participation.

F. PAYMENT FOR UNUSED SICK DAYS AT RETIREMENT

For those unit members who retire July 1, 1999, or after, the payment for accumulated sick days will be at the rate of \$75.00 per day. To be eligible for this payment, a unit member must have completed fifteen (15) consecutive years in the Red Creek Central School District and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System.

Sick leave days accumulated up to 210 days will be paid at \$75 per day in a 403(b) employer contribution at retirement to be paid out in two equal installments. (This payment is in addition to the 70% health insurance premium payment made by the District for those unit members who retired after July 1, 1989).

In the event that the retiree dies prior to the time when this sick day payment is used up the remaining payments will continue to be applied to the health insurance of the surviving spouse and legal dependents.

For those unit members who retire July 1, 2013, or after, sick leave days accumulated between 211 and 310 will be eligible for payment at \$75.00 per day in the form of a contribution to the employee's 403(b). To be eligible for this additional payment, a unit member must have completed eighteen (18) consecutive years in the Red Creek Central School District and be eligible for retirement pursuant to the rules established in the New York State Teachers' Retirement System.

Unit members who retire on or after July 1, 2022, who are working in the District at the time of retirement and who have fifteen (15) consecutive years of working in the district at the time of retirement, sick leave days accumulated between 211-350 days will be eligible for payment of \$80 per day. This payment will be applied to a 403(b) employer contribution at retirement.

Those payments will be made on August 1st or January 1st depending on date of retirement and whether the District has at least sixty (60) days notice of retirement.

G. RETIREMENT INCENTIVE

Employees who provide the District with a written, irrevocable notice of retirement four months prior to the effective date of retirement shall receive a \$2,500 stipend, not added to base, in the last payroll of their employment in the District.

H. NON-SCHOOL DAY ACTIVITIES

All teachers participating in teacher-related non-school day activities shall be paid \$32/hour.

I. SCHOOL CALENDAR

- Effective July 1, 2021, work year for the certified staff shall consist of a maximum of 186 days and includes all days when attendance is required.
- Such work year shall begin with the day after Labor Day and end no later than June 30.
- School counselors may work up to twenty (20) days beyond the regular school year when approved by the Building Principal/Administration. Counselors shall be paid 1/200th of their salary for each day worked. Partial days may be pro-rated.

J. Notification of teaching positions and/or other responsibilities, covered under Schedule D of this contract, existing in the school system shall be posted insofar as possible in the teachers' room in all buildings.

K. QUALIFICATIONS AND ASSIGNMENTS

- Teachers who desire a change in their present teaching assignment will file a written request with their Building Principal as early in the school year as possible. Any change in assignment must be approved by the building principal.
- Effective July 1, 2021, administration shall provide a tentative master schedule to unit members concerning their schedules, building assignments, and room assignments for the coming year by May 15.

L. SUBSTITUTE TEACHERS

- It is the responsibility of the Administration to obtain qualified substitutes, according to New York State School Law, Section 6.28, when a teacher is absent. A teacher may recommend a particular substitute from the list of available substitutes as compiled by the Superintendent.
- Unit members may be requested, but not required, to cover classes/administrative assignments of absent unit members. In the event that a unit member accepts an assignment as a substitute pursuant to paragraph 1 above, that teacher shall be compensated at the rate of \$40 per class.
- Except in extreme circumstances, no unit member previously scheduled to provide instructional or academic services at a particular time shall be required to substitute teach during that time.

M. SALARY (See Appendix - Schedule A and B)

All teachers are to be paid on the step of credited years of service. Credit for incoming and newly hired teachers shall be determined by the Board of Education.

N. Members of the bargaining unit who are employed less than full time shall receive a proportionate share of all benefits of this agreement.

O. ACADEMIC FREEDOM

Members covered by this agreement shall be guaranteed academic freedom.

Definition: Academic freedom is a teacher's right to express his point of view, including the right to analyze and offer constructive suggestions in a highly professional and ethical manner. This includes the policies and programs of the schools, and the right to assist colleagues when their academic freedom seems threatened. The private and personal life of a teacher is not the District's business.

P. ALTERNATIVE TO TENURE HEARING

In the event the Red Creek Central School Board of Education finds probable cause to prefer tenure charges pursuant to section 3020-a of the New York Education Law the teacher may choose to have the tenure charges heard before an arbitrator. The teacher must elect within ten (10) days of the service of the notice of determination of probable cause to either seek a hearing before a tenure hearing panel as set forth in education law or seek a hearing before an arbitrator as set forth under Article IX Grievance Procedure section F. Arbitration. The teacher may not choose both options and an election of one option shall clearly constitute a waiver of the non selected option. If the teacher does not make an election within ten (10) days, then he will have waived his right to a hearing and the Board of Education shall proceed within fifteen (15) days, by vote of a majority of all the members of the Board to determine the case and fix the penalty or punishment, if any, to be imposed.

In the event the teacher selects to have a hearing pursuant to section 3020-a of the New York Education Law then the matter will proceed in accordance with Education Law.

Q. COMMUNITY CENTER

The District will pay the annual fee for a teacher's individual membership in the Community Center.

ARTICLE XI
Miscellaneous

A. PROVISIONS FOUND TO BE CONTRARY TO LAW

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

B. CONTRACT CONTINUATION CLAUSE

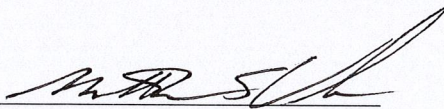
Effective the second year, it is contemplated that the terms and conditions of employment provided in this agreement shall remain in effect until the expiration date of the contract, with the exception of fringe benefits; all leaves, Health Insurance, Sick Leave Bank, Annuity, Retirement Credit, which will remain in effect. State Law, if and when in effect, will supersede this agreement on continuation clause.

C. DURATION OF THE AGREEMENT

This contract shall be effective as of July 1, 2025, with a full understanding there shall be no new grievances submitted as a result of changes in this contract for the year ending June 30, 2025. This contract shall continue for a term of three (3) years and remain in effect through June 30, 2028.

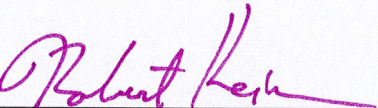
In witness whereof, the Superintendent of the Red Creek Central School District has placed his hand and seal and the Red Creek Teachers' Association has caused these presents to be signed by its duly authorized officer after ratification of this agreement by its membership this 23 day of March, 2026.

RED CREEK CENTRAL SCHOOL DISTRICT

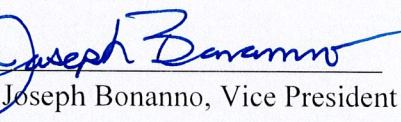
By: 
Matthew VanOrman
Superintendent of Schools

Dated: March 23, 2026

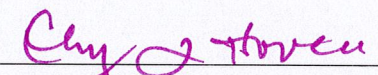
RED CREEK TEACHERS' ASSOCIATION

By: 
Robert Keim, President

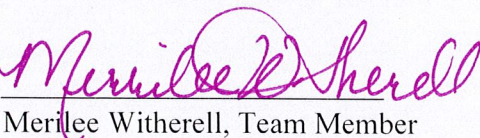
Dated: March 23rd, 2026

By: 
Joseph Bonanno, Vice President

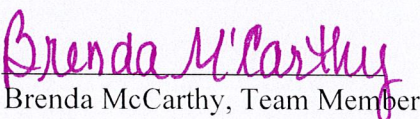
Dated: March 23rd, 2026

By: 
Cheryl Howell, Team Member

Dated: 3/23, 2026

By: 
Merilee Witherell, Team Member

Dated: 3/23, 2026

By: 
Brenda McCarthy, Team Member

Dated: 3/23, 2026

APPENDIX
Schedule A

1. Minimum Starting Salaries. The minimum starting salary for a teacher shall be:
 - a. \$44,000, effective for the 2025-2026 school year;
 - b. \$45,000, effective for the 2026-2027 school year; and
 - c. \$46,000, effective for the 2027-2028 school year.

2. Increase After Expiration of Contract: In the event a successor collective bargaining agreement is not entered into by the District and the RCTA prior to the expiration of this collective bargaining agreement, a 1% increment shall be provided to all bargaining unit members, which shall be a part of and included in any future salary settlement.

3. Salary Increases:
 - a. For the 2025-2026 school year, teachers shall receive a base wage increase in the amount of four and one-half percent (4.5%) or Two Thousand Dollars (\$2,000), whichever is greater, above their base 2024-25 wages.
 - b. For the 2026-2027 school year, teachers shall receive a base wage increase in the amount of four percent (4%) above their base 2025-26 wages.
 - c. For the 2027-2028 school year, teachers shall receive a base wage increase in the amount of four percent (4%) above their base 2026-27 wages.
 - d. All base wage salaries shall be rounded up to the nearest one-dollar (\$1) increment.

4. Master Degree Payment. Master's degree payment shall be \$1010 effective July 1, 2022.

5. School psychologists shall receive an additional salary payment over and above their regular salary equal to three percent (3%) of their regular salary. This amount shall be added to their regular salary and distributed in equal amounts with their regular paychecks.

6. Longevity.

Upon starting 5, 10, 15, 20 and 25 years of service in the Red Creek Central School District, teachers shall receive the following longevity payments:

Longevity	2025-26, 2026-27, 2027-28
5 Years	\$200
10 Years	\$300
15 Years	\$500
20 Years	\$800
25 Years	\$1,350

This longevity payment is not part of the teacher's base salary but is computed into the teacher's salary as is the payment for a Masters' degree.

APPENDIX
Schedule B

Red Creek Central School
District EXTRA DUTY PAY

1. Increases. An increase of 3.75% will be allocated to Schedule B each year of the contract.
2. Coaching.
Non-unit member coaches will receive a flat rate increase per coaching level, as follows:

Modified	\$323 per week increased to → \$350
Junior Varsity	\$345 per week increased to → \$375
Varsity	\$409 per week increased to → \$450

Unit member coaches will receive the foregoing scheduled amounts plus an additional \$50.00 per week. The foregoing amounts will increase by 3.75% for the 2026-27 and, also, the 2027-28 school years.
3. Club Advisors.
 - a. Tier Organization. All clubs will be categorized by tiers. Tiers will be determined by the recommending administrator based on the club proposal submitted by the potential advisor. Advisors may also, at the end of the year, propose a change of tier level based on activities and anticipated activity level for the following year. They would do this through the club proposal protocol (see Notes, Number 14).
 - b. Newly Organized Clubs. In the first year of all newly formed clubs, the advisors will assist on a volunteer basis or be paid through a grant, if grant funds are readily available or secured by the advisor.
 - c. Annual Review. All clubs will be reviewed by the Superintendent, or designee, on an annual basis to determine which Tier best suits the relevant Club. Such Tier designation shall be approved by the Board of Education.
 - d. Tier One Clubs. Social/Academic Clubs. These clubs include meetings held during the contractual day, once or twice per month, with limited events such as field trips, etc., if any.
 - i. Stipend for the 2025-2026 year: \$1,020
 - ii. Stipend for the 2026-2027 year: \$1,058
 - iii. Stipend for the 2027-2028 year: \$1,097
 - e. Tier Two Clubs. These clubs include meeting during the contractual day, and, also, hours outside of contractual time (i.e. 3:30 – 5:30, or evening events), averaging two or more meetings per month. Responsibilities likely include activities such as school day field trips, fundraising, community service, and in-school and regional competitions.
 - i. Stipend for the 2025-2026 year: \$1,591
 - ii. Stipend for the 2026-2027 year: \$1,651
 - iii. Stipend for the 2027-2028 year: \$1,713
 - f. Tier Three Clubs. These clubs meet during the contractual day and, also, outside of contractual hours. These include regular meetings and/or rehearsals throughout the school year to prepare for performances and competitions, and likely has fundraisers throughout the year.
 - i. Stipend for the 2025-2026 year: \$1,986

- ii. Stipend for the 2026-2027 year: \$2,060
 - iii. Stipend for the 2027-2028 year: \$2,137
- g. Tier Four Clubs. These clubs meet during the contractual day, but primarily outside of the contractual hours (i.e. 3:30 – 5:30 or evening events) averaging three or more meeting per month. Responsibilities include, but are not limited to, activities such as school day field trips, overnight field trips, multiple fundraising activities, community service, and sponsoring public events.
 - i. Stipend for the 2025-2026 year: \$3,325
 - ii. Stipend for the 2026-2027 year: \$3,450
 - iii. Stipend for the 2027-2028 year: \$3,579
- h. School Play and Drama Club. The All-School Play and HS Drama Club’s schedule and responsibility demands more than what the Tiers require as set forth herein. With one-act plays and an all-school play (as well as regular club activities) it encompasses both a Tier Three and a Tier Four Club.
 - i. Stipend for the 2025-2026 year: \$5,134
 - ii. Stipend for the 2026-2027 year: \$5,327
 - iii. Stipend for the 2027-2028 year: \$5,527

4. Class Advisors.

Outside of the tiered system are Class Advisors, whose stipends are commensurate with the amount of time, trips, and fundraising responsibilities for that grade level.

	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
<u>CLASS ADVISORS</u>			
Senior	\$3,965	\$4,114	\$4,268
Junior	\$2,382	\$2,471	\$2,564
Sophomore	\$1,194	\$1,239	\$1,285
Freshman	\$1,194	\$1,239	\$1,285
Eighth	\$2,594	\$2,691	\$2,792
Seventh	\$1,020	\$1,058	\$1,097
Sixth	\$1,020	\$1,058	\$1,097

5. Mentoring Program.

- a. Unit members may apply to be assigned as a Mentor for the next school year by submitting a letter of interest directly to their building principal by April 30th. A Mentor teacher shall be assigned to no more than two new unit members (Mentees) in any given year.
- b. The Mentor Program implemented by the District shall maintain the highest level of confidentiality between the Mentor and the Mentee. No Mentor shall be asked by or expected to give to any District Administrator any evaluation information on any Mentee except with the consent of the Mentee.
- c. The Mentor-Mentee pairings and curriculum for the Mentor Program and the pairings of Mentors with Mentees shall be created jointly by the Administration and members selected by the RCTA (i.e. “The Steering Committee”). This curriculum will include the NYS

recommended Mentor program guidelines along with additional Red Creek-specific protocols.

- d. Training for new Mentors shall be paid at the non-school day activity rate (pro-rated).
- e. All first-year unit members (Mentees) shall have a Mentor and will meet with said Mentor at a mutually agreed upon time in August or as soon as practicable following the hiring of the Mentee.
- f. Mentors and Mentees should meet once per week (minimum) for the first two months of the school year and monthly thereafter, as well as on an as-needed basis. A log of meeting times and durations will be kept by the Mentor to be submitted to administration (the Mentee's Building Principal and Mentor Program Coordinator) at the end of the school year.
- g. At the end of the first year, Mentors must meet with the Mentee's building principal to determine if an additional year of Mentorship is recommended, and whether the Mentor-Mentee pairing should remain the same or a new pairing should occur
- h. Mentees shall be paid at the non-school day activity rate (pro-rated) for new teacher meetings scheduled by administration.
- i. Mentors shall be paid as follows:

	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
Stipend	\$2,451	\$2,543	\$2,638

6. Other Appointments.

Also, outside of the tiered system are building-level and district-level duties which are not club or class advisor positions:

	<u>2025-2026</u>	<u>2026-2027</u>	<u>2027-2028</u>
Lead Teachers	\$3,755	\$3,896	\$4,042
AV Coordinators – Elementary	\$3,956	\$4,104	\$4,258
AV Coordinators – HS	\$3,956	\$4,104	\$4,258
Computer Coord. - Elementary	\$5,550	\$5,758	\$5,974
Computer Coord. – Jr.-Sr. HS	\$5,550	\$5,758	\$5,974
Centralite Yearbook - Bus. Mgr.	\$1,986	\$2,060	\$2,137
Centralite Yearbook - Photography	\$1,594	\$1,694	\$1,716

7. NOTES.

- a. All Extra Duty Pay (Schedule B) and post-season pay shall be rounded up to the nearest whole dollar when calculated.
- b. It is assumed that the average coaching assignment will require a minimum of 15 hours per week.
- c. Post season pay shall be reimbursed at the position salary set forth in Subsection B herein for each additional week worked. (A week shall be defined as three or more days). The stipend for each coach includes the first round of sectional play when the team or individual automatically qualifies for sectionals (not dependent upon its competitive record). Any advancing round after that will qualify for post-season pay.
- d. Coaches who start the season late, or who terminate their services early, will have their salary prorated for number of weeks worked.
- e. All assignments are annual, subject to reappointment by the Board of Education annually.
- f. In situations where joint advisors or coaches are appointed, the salary will be split accordingly, depending on responsibility distribution. In situations where separate groups of students are being coached individually based on grade level or academic area (such as science Olympiad and Inventive Minds), joint advisors or coaches may each individually receive the full stipend reflecting their individual responsibilities.
- g. Coaches will not cancel practices unless authorization is obtained from the Athletic Director or his/her designee. Unauthorized cancellation of practices may be subject to loss of pay.
- h. Final payment will not be issued until all responsibilities, as determined by the Principal or, in the case of athletics, the Director of PE and Athletics, are satisfactorily completed.
- i. Effective for the school year 2022-23, the Advisors for co-curricular activities must prepare a rationale for the activity, identify the number of students participating in the activity, and the frequency and length of the meetings/activity prior to the determination of proposed compensation level (tier) for the activity and Board of Education approval of the compensation.
- j. Written proposals for new *or revised* activities are to be submitted to the Principal and Superintendent for approval prior to being submitted to the Board of Education for approval. The proposal shall include the rationale for the activity or revision, an explanation of the type and frequency of anticipated activities, the projected number of involved students, and the expected tier level of the approved club based on planned activities.

MEMORANDUM OF AGREEMENT

THIS IS AN AGREEMENT, dated the 16th day of March, 2026, entered into by and between the Red Creek Teachers' Association (the "Association" or "Union") and the Red Creek Central School District (the "District") (collectively referred to herein as the "Parties").

WHEREAS, the District and the Association have entered into a collective bargaining agreement which governs all negotiable items between the parties for the period July 1, 2025 through June 30, 2028 (hereinafter the "Agreement" or the "CBA"); and

WHEREAS, pursuant to Article X(A)(1)(B) of the Agreement, entitled "Health Insurance Opt Out," the Agreement provides clarity for the opt out incentive to be paid to "Married Employees," however, this language was not updated to reflect the the stipend amounts that were modified as a result of the negotiations leading to the ratification of the Agreement; and

WHEREAS, the parties have had numerous discussions to resolve the inconsistency that was unintended in this language and would like to provide mutual clarity and understanding of the intent of the language with the CBA; and

WHEREAS, each party has freely consented to enter into and to be bound by this Agreement, with such consent not having been induced by fraud, duress, or any other undue influence and agree that this Memorandum of Agreement is in the best interests of the parties.

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

- 1) The Parties agree that Article X(A)(1)(D) was shall be amended as follows:

Married employees of the District shall be able to enroll in two individual plans or one family plan. If the married employees elect to enroll in one family plan, one of the married employees may receive the ~~\$2000~~ health insurance opt-out payment **in accordance with the stipend amount set forth in the schedule under Article X(A)(1)(B).**

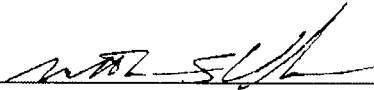
- 2) The Parties agree that this Stipulation is intended to provide clarity and that this MOA shall be attached to the Agreement for future reference.
- 3) **Entire Agreement.** This Stipulation constitutes the entire agreement and understanding between the parties on the issue addressed herein and supersedes all prior agreements and understandings, whether written or oral. The parties acknowledge that no representation,

promise, inducement, or statement of intention has been made by any party to this MOA that is not embodied in this MOA and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth herein.

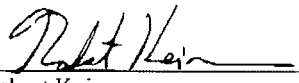
- 4) **Amendments or Modifications.** No provision or provisions of this Stipulation may be added to, deleted or modified in any manner unless in writing signed by all the parties hereto.
- 5) **Representations.** The parties agree that neither they, nor their representatives, shall make any misrepresentations regarding this Stipulation to any third parties.
- 6) **Enforceability.** The parties agree that the invalidity or unenforceability of any provision hereto shall in no way affect the validity or enforceability of any other provision.
- 7) **Acknowledgement.** The parties herein acknowledge that during the course of resolving this matter, they were fully and fairly represented; that they had the right and opportunity to propose terms of this Stipulation, having read and fully understood its terms; and that all understandings and agreements arrived at between the parties are fully set forth herein.
- 8) **Reliance.** Except in any action to enforce this agreement, this Stipulation of Settlement shall not be referred to or relied upon in any future grievances, arbitrations, or other proceedings.
- 9) **No Waiver.** The Parties do not waive any rights available to them to enforce the terms of this Agreement.
- 10) **Dispute Resolution.** If any dispute arises with regards to this MOA, the matter shall be handled as a grievance pursuant to the Agreement between the parties.

IN WITNESS WHEREOF, the parties hereunto executed this Memorandum of Agreement on the day and year first above written.

Red Creek Central School District

By: 
Matthew VanOrman
District Superintendent

Red Creek Teachers' Association

By: 
Robert Keim
Union President