NEGOTIATED AGREEMENT

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT

BOARD OF EDUCATION

AND

BELLPORT TEACHERS ASSOCIATION

JULY 1, 2024

THROUGH

JUNE 30, 2026

TABLE OF CONTENTS

		Page
ARTICLE I	RECOGNITION	1
ARTICLE II	DUES DEDUCTION	2
ARTICLE III	NEGOTIATION PROCEDURES	3
ARTICLE IV	DEFINITIONS AND GRIEVANCE PROCEDURE	4
ARTICLE V	ASSOCIATION RIGHTS	9
ARTICLE VI	ACADEMIC FREEDOM	13
ARTICLE VII	SICK LEAVE-OTHER ABSENCES	14
ARTICLE VIII	FINAL YEAR INCREMENT AND RETIREMENT INCENTIVE	18
ARTICLE IX	RETIREMENT INCENTIVE	19
ARTICLE X	CLASS SIZE	20
ARTICLE XI	TEACHING HOURS AND TEACHING LOAD	21
ARTICLE XII	FREEDOM FROM NON-PROFESSIONAL ACTIVITIES	26
ARTICLE XIII	TEACHER FACILITIES	27
ARTICLE XIV	TEACHER EVALUATION	28
ARTICLE XV	TRANSFERS	30
ARTICLE XVI	TEACHER PROTECTION-PERSONAL INJURY BENEFITS	31
ARTICLE XVII	VACANCIES AND PROMOTIONS	33
ARTICLE XVIII	TEACHER ADMINISTRATION LIAISON	34
ARTICLE XIX	TEACHER RECRUITMENT	35
ARTICLE XX	SUBSTITUTE TEACHERS	36
ARTICLE XXI	STUDENT DISCIPLINE	37
ARTICLE XXII	SALARY	38
ARTICLE XXIII	FRINGE BENEFIT	42
ARTICLE XXIV	GRADUATE STUDY PROVISIONS	45
ARTICLE XXV	SPECIAL EDUCATION PROVISIONS	46
ARTICLE XXVI	DEPARTMENT CHAIRPERSON PROVISIONS	47
ARTICLE XXVII	PARAPROFESSIONALS	48
ARTICLE XXVIII	EXTRA TEACHING SERVICES	50
ARTICLE XXIX	TEACHER MENTORING PROGRAM	52
	EFFECTIVE DATES AND DURATION	55

APPENDIX A	RETIREE HEALTH CONTRACT	56
APPENDIX B	DEPT. CHAIR/COORDINATOR JOB DESCRIPTION	57
APPENDIX C	SALARY INDEX	61
APPENDIX D	SALARY SCHEDULES 2022/23 and 2023/24	62-63
APPENDIX E	CLUB AND ACTIVITY STIPENDS	64-68
APPENDIX F	ATHLETIC STIPENDS	69-73
APPENDIX G	MISCELLANEOUS STIPENDS	74-75
APPENDIX H	TEACHER EVALUATION FORMS	76

ARTICLE I

RECOGNITION

A. The Board has heretofore recognized the Bellport Teachers Association as the exclusive representative of the teachers' negotiating unit of the employees of the school district for the purpose of negotiation with respect to the terms and conditions of employment.

B. The term "teachers' negotiating unit" as used in this agreement includes the following persons and no others: classroom teachers who are certified and under contract to teach at least one regular period per day, librarians, nurse-teachers, guidance counselors, attendance teachers, reading teachers, paraprofessionals, social workers, school psychologists, department chairmen, clinic teachers, and intern teachers who teach at least one period per day, special teachers, regular substitute teachers, including any of the above who may be on approved leave of absence or sabbaticals. The term "certified classroom teachers" does not include temporary substitute teachers or others working on per diem basis, and it does not include principals, assistant principals, coordinators, administrative assistants, or directors.

C. The Association agrees to represent equally all personnel in this negotiating unit without regard to membership or participation in the activities of the Association, or any other employee organization, and to continue to admit teachers to membership without qualification other than payment of dues and employment in South Country Central School District of the Town of Brookhaven, Suffolk County, New York.

D. The parties agree that the recognition given the Association shall entitle the Association to the right set forth in Paragraph 208 of the Public Employees' Fair Employment Act, including among other things, unchallenged representation status for the maximum period provided by law.

ARTICLE II

DUES DEDUCTION

A. The District agrees to deduct from the salaries of its employees in this negotiating unit dues for the Bellport Teachers Association.

B. The Association shall certify to the district in writing the current rate of its membership dues and shall notify the district of any change in the rate of the membership dues for which it is deducting, but such change shall not become effective until the beginning of the following school year.

C. Deductions referred to in Section A above shall be made in the following manner. The total of the deductions indicated in the PAYROLL DEDUCTION AUTHORIZATION shall be deducted in fifteen (15) substantially equal installments starting with the first paycheck on or after October 15.

D. No later than October 1st of each year, the Association shall provide the district with a list and the original signed PAYROLL DEDUCTION AUTHORIZATION of those employees who have voluntarily authorized the district to deduct dues for the Association.

E. The District shall, following each pay period in which a dues deduction is made, transmit the amount so deducted to the Association. The first and the final transmittal of dues shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each.

ARTICLE III

NEGOTIATION PROCEDURES

A. No later than January 10, 2026 the parties will enter into good-faith negotiations over a successor agreement covering the following school year. If such an agreement is not concluded by March 7, 2026, either party may request the Public Employment Relations Board to assist the parties to reach agreement according to the provisions of Section 209 of the Civil Service Law and amendments thereof.

B. The terms and conditions of employment provided in this agreement shall be in effect unless altered by mutual agreement in writing between the parties. Because of the special nature of matters directly related to the public educational process, it is recognized that such matters may from time to time arise which may be of vital mutual concern to the parties. It is in the public interest that the opportunity for mutual discussion of such matters be provided. The parties accordingly agree to cooperate in arranging meetings, selecting representatives for discussion, furnishing necessary information, and otherwise constructively considering such matters.

C. Neither party in any negotiation shall have any control over the selection of the 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, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, and reach compromises in the course of negotiations.

ARTICLE IV

DEFINITIONS AND GRIEVANCE PROCEDURE

SECTION I – DEFINITIONS

1.1 "Grievance" means any dispute between the parties hereto with respect to the meaning or interpretation of any provision of this agreement. The denial of tenure shall not constitute a grievance within the meaning of this contract and shall not be an arbitral matter.

1.2 "Supervisor" means any department chairperson, principal, assistant principal, immediate superior, or other administrative or supervisory officer responsible for the area in which an alleged grievance arises except for the chief executive officers.

1.3 "Superintendent of Schools" means the Chief Administrative Officer of the District and/or the designee of the Superintendent.

1.4 "Association" means the Bellport Teachers Association, its Executive Board and/or its designees.

1.5 "Aggrieved Party" means any person or group of persons in the negotiating unit filing a grievance.

1.6 "Party in Interest" means the Grievance Committee of the Association and any party named in the grievance who is not the aggrieved party.

1.7 "Grievance Committee" means the committee created and constituted by the Bellport Teachers Association.

1.8 "Hearing Officer" means any individual or board charged with the duty rendering decisions at any state on grievances here under.

1.9 "Board" means the Board of Education of the South Country Central School District.

1.10 "District" means the South Country Central School District.

1.11 "Teacher" means an individual who is in the bargaining unit.

1.12 "PERB" means the New York State Public Employment Relations Board.

1.13 "President" means the President of the Bellport Teachers Association.

1.14 "Contract Salary" means base salary as per salary schedule, plus longevities, plus tenure increment, plus Department Chair or Coordinator stipend.

SECTION II - DECLARATION OF PURPOSE

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board and its teachers is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of teachers through procedures under which they may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education (hereinafter sometimes referred to as the Board) and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceeding before administrative agencies and/or in the courts.

SECTION III – PROCEDURES

3.1 All grievances shall include the name and the position of the aggrieved party, the identity of the provision of law, this agreement, policies, etc., involved in the said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for the causing of the said events or conditions, if known, to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.

3.2 Except for informal decisions at Stage 1-A, all decisions shall be rendered in writing at each step of the grievance procedures, setting forth findings of fact, conclusions and supporting reasons. Therefore, each decision shall be promptly transmitted to the aggrieved party and the Association.

3.3 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.

3.4 The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. 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.

3.5 The Board of Education and the Association agree to facilitate any investigation which may be required and to make available any and all materials, relevant documents, communication and records concerning the alleged grievance.

3.6 Except as otherwise provided in Section 5.1 A and 5.1 B, an aggrieved party and any party in interest shall have the right at all stages of a grievance to confront and cross examine all witnesses called against him, to testify and to call witnesses on his own behalf, and to be furnished with a copy of any minutes of the proceeding made at each and every stage of this grievance procedure.

3.7 No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Board or by any member of the administration, any member of the grievance committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

3.8 Forms for filing grievances, serving notices, taking appeals, making reports and

recommendations, and other necessary documents will be jointly developed by the Board and Association. The Chief Executive Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure.

3.9 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

3.10 Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with an appropriate member of the administration and having the grievance informally adjusted without the 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. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustments shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.

3.11 If any provision of this grievance procedure or any application thereof to any teacher or group of teachers in this negotiating unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

3.12 The Chief Executive Officer shall be responsible for accumulating and maintaining an Official Grievance Record which shall consist of the written grievance, all exhibits, communications, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1-A and all written decisions at all stages. Official minutes will be kept at the Board expense of all proceedings in Stage 2. A copy of such minutes will be made available to the aggrieved party and the Grievance Committee within two (2) days after the conclusion of hearings at Stage 2 and they shall advise the appropriate hearing officer of any errors in said minutes. Any such claim of the hearing officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and/or copying by the Aggrieved Party, the Grievance Committee and the Board, but shall not be deemed a public record.

3.13 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 form.

SECTION IV - TIME LIMITS

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

4.2 No written grievance will be entertained as described below and such grievance shall be deemed waived unless written grievance is forwarded at the first available stage within

forty-five (45) school days after the teacher knew or should have known of the act or condition on which the grievance is based.

4.3 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.

4.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his representative and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

4.5 In the event a grievance is filed on or after June 1, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro-rata so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is possible.

SECTION V – STAGES

5.1 STAGE 1: SUPERVISOR

a. A teacher having a grievance will discuss it with his supervisor either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties in interest but, in arriving at his decision, will not consider any material or statements offered or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his representative present. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.

b. If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within ten (10) school days after the written grievance is presented to him, the supervisor shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon, in writing, and present it to the teacher, his representative and the Association.

5.2 STAGE 2: CHIEF EXECUTIVE OFFICER

a. If the teacher initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under this grievance procedure, the teacher shall, within seven (7) school days, present the grievance to the Association's Grievance Committee for its consideration.

b. If the Grievance Committee determines that the teacher has a meritorious grievance, then it will file a written appeal of the decision at Stage 1 with the Chief Executive Officer within twenty-one (21) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.

c. Within ten (10) school days after the receipt of the appeal, the Chief Executive Officer, or his duly authorized representative shall hold a hearing with the teacher and the Grievance Committee or its representative and all other parties in interest.

d. The Chief Executive Officer shall render a decision in writing to the teacher, then Grievance Committee and its representative within ten (10) school days after the conclusion of the hearing.

5.3 STAGE 3: ARBITRATION

a. After such hearing, if the teacher and/or Association are not satisfied with the decision at Stage 2, and the Association determines that the grievance is meritorious and that appealing it is in the best interests of the school system, it may submit the grievance to arbitration by written notice to the Superintendent within twenty-one (21) school days of the decision at Stage 2.

b. Within seven (7) school days after such written notice of submission to arbitration, the District and the Association will agree upon a mutually acceptable arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The two parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

c. The selected arbitrator will hear the matter promptly and will issue his decision not later than fourteen (14) school days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning, and conclusions on the issues.

d. The arbitrator shall have no power or authority to make any decision that requires the commission of an act prohibited by law or which is violative of the terms of this agreement.

e. The decision of the arbitrator shall be final and binding upon all parties regarding the meaning or interpretation of any provision of this agreement.

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

ARTICLE V

ASSOCIATION RIGHTS

A. The Association will have the unrestricted right to place notices, circulars, and other materials in teachers mail boxes and by check in sheets as well as the use of bulletin boards located in areas designated as teachers' rooms; inter-school mail communications (PONY); telephones for local calls; duplication and reproduction processes; provided, however, that the use of duplication and reproduction processes shall be during business hours only, and provided further that the use thereof shall not interfere with or disrupt the conduct of the regular district business.

B. The Association shall have the use of building facilities without cost for the purpose of meetings during the times when buildings are manned by custodial staff, provided such use does not interfere with the instructional programs or previously scheduled programs.

C. Teachers shall have the right, freely and without fear of penalty or reprisal to form, join or assist teacher organizations to participate through a representative of their own choosing in decisions concerning terms and conditions of employment.

D. The Board agrees to furnish the Association all available information concerning financial resources of the District, tentative budgetary requirements, and such other information as will assist the Association in developing intelligent, accurate, and constructive programs on behalf of the teachers in the negotiating unit. In no case shall the Association representative remove any Board Records from the Board's offices without the written consent of the Board.

E. Normally, negotiation meetings shall not be scheduled during the school day. If negotiation meetings between the Board and the Association are scheduled during the school day, by mutual consent, the representatives of the Association will be relieved of all regular duties without loss of pay as necessary in order to permit their participation in such meetings.

F. In order for the Association to properly administer this agreement for the benefit of the teachers and the welfare of the school system, the work load assigned to the President of the Association during the term of his office will, whenever administratively feasible, be less than that assigned to other teachers employed in comparable positions in the school system. It is also agreed that the President of the Association, or his designated representative, will have access to all school buildings and to all teachers, provided that the exercise of this right will not interfere with the educational program. The President, or his designated representative, will notify the Principal, or the person in charge, upon his arrival in the school. The Association shall be granted up to ten (10) days' leave for Association conferences. Advance notice of who will go and the requested dates shall be submitted to the Superintendent.

G. The Association, upon its request, shall be given an early place on the agenda of regular meetings of the Board for reports and announcements.

H. The Association shall be notified of any anticipated federal and state programs.

I. The Association shall be given an early place on the agenda of the Orientation Program of new teachers.

J. Reports of all funds, federal, state, and local (above and beyond the regular school budget) as reported by the school district Treasurer's Report shall be sent to the President of the Association within ten (10) days after being reported to the Board.

K. The Association meetings shall be held so that they shall not interfere with faculty or school meetings or the normal teaching operation.

L. The work year shall be 180 days in addition to one orientation day and two days for Staff Development during which the students will not be present, bringing the school year to 183 days.

1. In instances where the calendar provides for emergency days and such days are not necessary, the unused emergency days shall be added to the Memorial Day recess.

2. In the event that more than the scheduled emergency days are used the calendar shall be adjusted to ensure a minimum of one hundred eighty (180) days of instruction.

3. Two half days shall be scheduled for elementary teachers for completion of clerical duties which shall occur on the last two days of school.

M. Copies of board policies proposed by the Chief School Administrator shall be provided to the Association prior to consideration for adoption and upon request the Chief School Administrator shall meet with officers or standing committees of the Association to discuss such proposed policies.

N. The BTA will select all teachers to participate on district-wide committees and submit the names the Superintendent of Schools or designee, who will consider such selections. Should a BTA-selected person be unacceptable to the Superintendent, the BTA President and the Superintendent shall meet to remedy the situation. Failure to reach an acceptable remedy does not prohibit the District from carrying out the charge of the committee.

1) If the District chooses a member of the teaching staff not endorsed by the BTA, the individual must fill a position on the committee other than teacher representative.

2) Below is a list of committees that are covered by this provision. This list may be amended, with both the BTA and School District's consent.

a. Hiring committees
b. Recruitment committees
c. Individual building interviews for teacher and administration positions

O. Dress Code - Faculty shall be expected to adhere to professional standards of dress and grooming. During their workday, all faculty are required to wear business casual clothing that demonstrates and reflects their role as a professional and presents an image consistent

with job/position responsibilities. Attire should be neat, clean, safe and in good repair. Attire should not disrupt or interfere with the educational process or learning environment.

The following are not permitted:

- Messy, wrinkled, ripped or torn clothing
- Tee-shirts, shorts, sweatshirts or sweatpants
- Leggings, yoga pants, bike shorts, spandex, or leather pants (leggings are permissible when covered by a tunic, skirt or dress)
- Undergarments that are not covered with outer clothing
- Crocs, flip-flops, or shoes and sandals without a back strap

Physical Education teachers and coaches should wear the appropriate athletic attire necessary to meet the requirements of their job responsibilities.

It is understood that certain school functions (e.g. Field Day, Field Trips, Senior Day, Halloween, etc.) may warrant a departure from the mode of dress set forth above to the extent authorized by the Superintendent of Schools. In addition, the Superintendent, in his/her discretion, may authorize deviation from the requirements set forth above during extreme temperature situations. However, excluding these types of events, nothing in this language shall be construed to limit the authority of the Superintendent of Schools (or his/her designee) to direct a faculty member to comply with the mandates of this dress code.

P. Sign-in/Sign-out - Teachers shall be required to sign-in/sign-out before/after the seven hour day (or before/after extra help period at the secondary level) via electronic, mechanical or other methodology. At the high school, the middle school and Frank P. Long, there will be multiple stations for such purpose. Placement of stations at all buildings will be accomplished after consultation with the Association. Notwithstanding the third unnumbered subparagraph, no handwritten signature books will be utilized except when the replacement system is inoperable. This requirement shall be subject to the following:

(1) The mechanism is non-invasive; and

(2) The mechanism does not store, maintain and/or archive any biometric information (This shall not mean the data generated that represents the biometric information); and

(3) The District will not provide any biometric information to any third party including law enforcement (exclusive of the vendor for purposes of device functionality) without a court order, summons or subpoena, as appropriate, except: (a) where otherwise required by law; or (b) to comply with law enforcement or other competent authority investigating a crime or threat occurring on school property or where the District is the complainant; and

(4) The parties agree that the filing of a grievance shall not be a prerequisite to a private action against a vendor for breach of privacy, fraudulent misrepresentation or similar tort action.

For the purpose of this provision, the term "biometric information" shall mean a digital image or hard copy of a fingerprint, retinal pattern or biometric identifier and shall not mean the data generated that represents the biometric information. The parties agree said data shall be sufficient proof regarding compliance/non-compliance with the sign-in/sign-out requirement hereof in any proceeding wherein such proof is relevant evidence. It is further agreed that any vendor's methodology does not store, maintain and/or archive any biometric information based upon the vendor's representations.

No employee will bear any responsibility for lateness resulting from delay beyond the time for manual sign-in/sign-out due to failure of the equipment to perform in a reasonable manner.

Prior to the pursuit of formal discipline against a unit member for time and attendance issues related to the sign-in/sign-out system, the affected member and union president shall be notified in writing and provided an opportunity to correct the perceived problem.

ARTICLE VI

ACADEMIC FREEDOM

A. The Board and the Association seek to educate young people in the democratic tradition, to foster a recognition of individual responsibility and 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 best be transmitted in an atmosphere that is free from censorship and artificial restraints upon free inquiry and learning and in which academic freedom for teachers is encouraged.

B. Academic freedom shall be guaranteed to all teachers, and no limitations shall be placed upon study, investigation, presenting 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. The use of the teacher's creativity, inventiveness, and special skills is encouraged in his teaching assignment.

C. Freedom of individual conscience, association, and expression within the meaning of this article will be assured and fairness in procedures will be observed both to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society.

D. Academic freedom for teachers in no way limits the right of the State and District Board to establish the basic curriculum, or the obligation of the teacher to follow the prescribed curriculum.

E. An administrator may meet with any teacher alone and in private at any time in connection with any aspect of the teacher's instructional and contractual responsibilities. However, should a teacher feel a topic is threatening or might violate his or her rights, the teacher may request the postponement of this meeting and the involvement of a BTA representative. In all but emergency situations, this consideration will be granted. Effective June 18, 2020, the right to request a BTA representative shall not extend to pedagogical/instructional meetings that occur in connection with pre/post observations, department meetings, grade level meetings and faculty meetings.

ARTICLE VII

SICK LEAVE - OTHER ABSENCES

A. SICK LEAVE

1. All teachers who are absent on account of personal illness or injury or on account of the illness or injury of a member of the teachers' family will be entitled to thirteen (13) days of sick leave with pay each school year as of the first official day of said school year whether or not they report for duty on that day. In addition, teachers with fourteen (14) or more years of service within the district will receive one additional day of sick leave for each additional year of service beyond the fourteenth year; i.e., 15th year of service-fourteen (14) days of sick leave; 16th year of service-fifteen (15) days of sick leave, etc., to a maximum of twenty (20) days per year.

2. Teachers will be entitled to accumulate days of sick leave at the above-mentioned rates up to a maximum of two hundred ten (210) school days.

3. Teachers with an accumulation of fifty (50) days or more on June 1, may request redemption of up to fifteen (15) days at a rate of $102 per day in 2024/25 and $103 per day for 2025/26. Request for this redemption must be received by the personnel office prior to June 15.

4. A teacher absent due to personal illness and/or non-compensable injury whose sick leave has been exhausted thereby may apply to the Sick Bank Governing Board for additional sick leave days from the sick bank and receive payment therefore from the District or the Governing Board's Director for the waiting period between the exhaustion of the sick leave and the commencement of eligibility for long term disability.

   The bank shall be initially funded by the assessment of one full sick day per teacher effective September 1, 1991. Every teacher hired thereafter shall be assessed one sick day from his or her first year of sick leave to be credited to the bank. At the end of each school year, by July 1, the District will inform the BTA President of the number of days remaining in the bank and provide an itemization of days added to the bank and days withdrawn from the bank since the previous annual statement.

   The District shall notify the BTA President when the fund balance reaches fifty (50) days, at which time the District shall assess each current member one additional day. A governing board appointed by the BTA shall administer the sick bank. The Superintendent may appoint one non-voting liaison to the governing board who shall be entitled to attend all of its meetings. Members retiring in a year where a replenishment of the sick bank occurs will not donate any sick days.

   The governing board shall establish rules for the receipt of applications, verification of claims and the determination of awards from the bank to the individual applicants. The governing board shall have no power to impose cost or responsibilities on the District other than the payment for sick days. The Board of Education and the District shall not be liable for any discretionary actions of the governing Board.

5. In the event that there is a confirmed occurrence, in a school or other location to which a teacher is assigned, of a disease which is known to cause damage to the fetus, a teacher who is pregnant and who elects to do so, may be reassigned as a daily substitute, until such time as her physician determines that she may return to her regular assignment. The teacher shall make her request for reassignment outside the environment, pursuant to this section, in writing; and, the request must be accompanied by a report from her attending physician, which provides the reasons for the request and the estimated time required for the reassignment. Such requests may be subject to the review of a physician appointed by the Board of Education. All such requests are subject to the approval of the School Superintendent or designee thereof. All requests will be addressed within forty-eight hours whenever possible.

B. PERSONAL LEAVE

Teachers are entitled, according to their best judgment, two (2) personal leave days, all to be taken without reason. Personal days may not be used on a school day immediately preceding or immediately following a school holiday or vacation without the approval of the superintendent. Requests for such leave shall be made to the superintendent in writing no less than ten (10) days prior to the school holiday or vacation period. In cases of emergency situations, each instance shall be evaluated by the superintendent on its own merits. Unused personal days shall be converted to and included within a teacher's accumulated sick days as of June 30.

C. DEATH LEAVES

1. A teacher shall be allowed up to five (5) days with pay for the death of a spouse, child, parent, parent-in-law, brother or sister, and up to two (2) days with pay for the death of any other member of his immediate family. The leave shall not be charged against sick leave or personal leave days. Notwithstanding any policy or practice to the contrary, leave pursuant to this paragraph must be taken within 12 months of death. The time period may be extended by up to 6 additional months upon request to and approval of the Superintendent of Schools.

2. In addition to spouse, child, parent, parent-in-law, brother or sister, the term "immediate family" means, grandparent, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchild, legal guardian, and any other relative residing in the household of which the teacher is a part.

D. EDUCATIONAL DAYS

Teachers may apply to the superintendent for leave with pay to visit other schools or to attend educational conferences for purposes beneficial to the district. The granting or denial of such leave shall be in the discretion of the superintendent and may not be subject of a grievance.

E. SUBPOENAS AND JURY DUTY

Each teacher shall be granted such leave with full pay as may be necessary in order to respond to a court subpoena or to perform jury duty. All monies the teacher receives as a fee for serving as a juror must be paid over to the district.

F. CHILDBEARING AND/OR CHILDREARING LEAVE POLICY

1. Childbearing

   a. A teacher who is unable to fully perform the role of the teacher due to pregnancy or a pregnancy related illness may utilize sick leave provisions the same way as any other teacher who is ill.

   b. One month's notice, if possible, from the date of the beginning of this leave will be given to the Superintendent of Schools.

   c. The Superintendent of Schools shall receive the required medical certification of the teacher's physical ability to perform duties prior to the time the teacher returns from this leave.

   d. Upon return from this specific leave, teachers will be returned to their former position and location. If the teacher's position should be abolished according to Education Law 2510, the teacher will be placed on a preferred eligible list for seven (7) years. Upon recall, the teacher will be placed into the same tenure area they occupied prior to their being excessed. Should an involuntary transfer be necessary, all provisions provided for in Article XV, Transfers, of the BTA contract will be adhered to.

2. Childrearing

   a. Teachers shall be granted a childrearing leave of absence upon written notification to the Superintendent of Schools at least one month before the leave is scheduled to begin. The leave of absence shall be without pay and the step increment will not accrue. Said written request shall include the date of initiation and termination of the leave, which shall be coincidental with applicable semester, or trimester if the applicable level is so organized. The teacher shall provide the district with one month's notice of the date they will return to work.

   b. A childrearing leave may not extend beyond four full semesters or six trimesters at the elementary level.

   c. Childrearing leave may be utilized for the adoption of children.

   d. Upon return from childrearing leave, teachers will be returned to a comparable position in their area of certification and tenure. If the teacher's position should be abolished according to Education Law 2510, the teacher will be placed on a preferred eligible list for seven (7) years. Upon recall, the teacher will be placed into the same tenure area they occupied prior to their being excessed. Should an involuntary transfer be necessary, all provisions provided for in Article XV, Transfers, of the BTA contract will be adhered to.

3. Returning from Leave

a. All benefits and rights accumulated by a faculty member prior to the effective date of the leave of absence shall be resumed upon return to service.

b. Seniority and salary increments shall not accrue to persons on childrearing leave.

G. PART-TIME TEACHERS

All part-time teachers under yearly contract will receive sick leave in the same manner provided for full-time teachers as specified in Paragraph A; e.g., a half-time teacher is eligible for thirteen (13) half-days of sick leave. The part-time teachers will also receive the same leave as specified in Paragraphs B and C. All such leaves shall not be cumulative.

H. Teachers will be notified of accumulated sick leave along with the notice of salary, which is issued each year.

I. OTHER LEAVES - A teacher may request a leave of absence without pay up to one year for other personal reasons. This leave may be granted at the sole discretion of the Board.

J. Attendance Bonus - For each school year, any full-time, regularly scheduled member of the bargaining unit who is absent zero (0) sick days, zero (0) unpaid days, and zero (0) personal days shall receive six hundred dollars ($600) in a lump sum payment due thirty (30) days after June 30th of the school year, which shall not be added to the base salary.

ARTICLE VIII

FINAL YEAR INCREMENT and RETIREMENT INCENTIVE

A teacher who is eligible for retirement under the New York State Teachers' Retirement System and who shall submit his resignation for retirement purposes by December 1, to take effect following the end of the school year, shall be eligible for an increment based on 50% of the accumulated sick leave. The per diem salary is computed by dividing the teacher's salary by 200 (days). A maximum of 105 days may be redeemed.

A notice of intent to retire must be submitted by December 1 of the year of retirement. It is understood that this resignation for retirement purposes may not be rescinded after February 1 of the same year.

In the event such teacher does not retire after giving notice of retirement to the superintendent, any monies paid under this article shall be deducted from his salary in the subsequent year.

Sick Time for potential Retirees: Any teacher, in the year of their retirement who has not rescinded his retirement papers by February 1st, and has accumulated 210 sick days at the start of that school year, and has sold back no more than ten (10) days in the previous school year, will be granted three additional sick days after February 1st. Upon retirement the teacher may redeem the sick days as per above.

ARTICLE IX

RETIREMENT INCENTIVE

There shall be a retirement incentive as follows:

A. $40,000 to each teacher who retires in the first year of eligibility without penalty.

B. Eligibility to retire shall be defined as the eligibility to retire without penalty as determined by the New York State Teachers Retirement System. Disability retirement is not applicable.

C. The District may pay out the retirement incentive and sick day buy backs for retirees in the first check of July.

D. The time limits for notice of intent to retire/rescind, shall be as set forth in Article VIII.

ARTICLE X

CLASS SIZE

Whenever feasible, the Board of Education will comply with the recommendation of the Commissioner of Education as to class size which shall not, however, preclude the introduction of pilot or experimental programs.

Every effort will be made to assure equitable distribution of class size.

ARTICLE XI

TEACHING HOURS AND TEACHING LOAD

A. The normal working day for all teachers as defined in Article I (B) shall be seven (7) consecutive clock hours, including a duty free lunch period of forty (40) minutes.

B. Normally, Middle and Senior High School teachers shall not be assigned more than five teaching periods not to exceed fifty (50) minutes each or in the case of modular scheduling or team teaching, a maximum of twenty (20) hours of instruction per week, and an administrative period which may include the supervision of study halls, at the discretion of the building principal. For science teachers, a laboratory period will be equated with a teaching period. Effective for 25/26 and thereafter, the schedule for every middle school and high school teacher shall set forth specific assignments for every period of the teaching day. Said assignments may not be modified without written approval of the Superintendent which shall be provided in his/her sole non-grievable discretion.

C. Whenever possible, the Board shall provide kindergarten teachers time for parent conferences.

D. In those situations where both morning and afternoon kindergarten classes must meet in one session, the principal and teachers concerned shall pre-plan a mutually agreeable program which may include special teachers in that building and/or classroom helpers.

E. Special subject teachers shall consult with the kindergarten teachers weekly. The special subjects shall include art, music, and library.

NOTE: The provisions of Paragraphs C, D and E above shall be suspended while the District maintains full day kindergarten. In the event the District returns to half day kindergarten, said provisions will be applicable.

F. In addition to their regular duties, the teachers will continue to engage in professional activities in order to evaluate, modify, and/or revise the educational program as dictated by the demands of a modern educational system.

Effective for 25/26 and thereafter, teachers shall perform specific professional activities during the professional period as set forth below. Professional activities to be performed during the professional period shall be as directed by the building principal three days per week and self-directed by teachers two days per week followed by three days per week self-directed by teachers and two days per week as directed by the building principal pursuant to a schedule developed by the building principal in consultation with individual teachers.
The acceptable professional activities as set forth above shall be limited to the following:

1. Professional Meetings
2. Parent Conferences
3. Mentoring as set forth in Article XXIX (Teacher Mentoring Program)
4. Common Planning Meetings
5. Provide information for and feedback on students

6. Teacher Preparation
7. Demonstration of a teaching lesson as set forth in Article XXIX (Teacher Mentoring Program)
8. Professional Development – Any professional development time assigned by an administrator pursuant to this paragraph shall be deducted from the after school requirement set forth in Article XI (S) and (T)
9. Completion of Required Training Videos
10. District Invited Speakers
11. Textbook and Material Review
12. Preparation for and Attendance at CSE Meetings

G. In the event that school should be called off for any reason, such announcement of the closure of school shall be made as soon as practical. Announcements of the closure of school shall be made on all local stations that will carry the announcement.

H. All elementary teachers, including specialists, shall have two hundred (200) minutes of duty-free preparation time per week in the student day, with a minimum of twenty-five (25) consecutive minutes per day.

To the extent the elementary day is organized so as to provide "morning time" before student arrival, (or "afternoon time" should the day be reorganized) professional activities to be performed during this time shall be as directed by the building principal three days per week and self-directed by teachers two days per week, followed by three days per week self-directed by teachers and two days per week as directed by the building principal, pursuant to a schedule developed by the building principal in consultation with individual teachers.

When District provided professional development occurs during a teacher's normally scheduled preparation time, professional development shall be considered the teacher's preparation time for that day up to a maximum of two periods per year. Meetings with administrators for pre/post observation conferences as set forth in Article XIV and discussions regarding the end of the year evaluation may be scheduled during a teacher's preparation time up to a total maximum of two times per year. Teachers will not be entitled to a day's normally scheduled preparation time when they are with their class on a field trip for all or part of a day and the field trip coincides with that teacher's preparation time.

The list of authorized professional activities shall be the same as those set forth in Paragraph F above.

I. If any teacher in the seventh through twelfth grades should have six (6) teaching periods and one (1) administrative period throughout a semester, he shall receive as a premium for that semester one-half of a sum of money equal to 20% of Step 1 of the column of the salary schedule on which the teacher involved is being paid unless the teacher is on Step 10 or higher of the salary schedule, in which event the premium shall be one-half of a sum of money equal to 20% of Step 5 of the same column of same salary schedule.

J. If any teacher in the seventh through twelfth grades should have six (6) teaching periods but no administrative period throughout a semester, he shall receive as a premium for that

semester one-half of a sum of money equal to 16 2/3% of Step 1 of the column of the salary schedule on which the teacher involved is being paid, unless the teacher is on Step 10 or higher, in which event the premium shall be one-half of a sum of money equal to 16 2/3% of Step 5 of the same column of the same salary schedule.

K. If any teacher in the seventh through twelfth grades should have five (5) teaching periods and two (2) administrative periods throughout a semester, he shall receive as a premium for that semester one-half of a sum of money equal to 16 2/3% of Step 1 of the B Salary schedule in effect during that semester.

L. At the Senior High School, teachers may volunteer for a second administrative period, which shall be the supervision of a cafeteria. Volunteers will be selected by the building principal and shall be paid according to Miscellaneous Stipends Schedule attached hereto. The salary shall be pro-rated when the lunch period is not equal to a period of instruction.

M. At the Middle School, teachers may volunteer for cafeteria duty. Volunteers will be selected by the building principal and shall be paid according to Miscellaneous Stipends Schedule attached hereto. The salary shall be pro-rated when the lunch period is not equal to a period of instruction.

N. Teachers will be required to attend Parent-Teacher night meetings as follows:

1) Effective for the 2024/25 school year and thereafter, High School teachers shall be responsible for a total of three evening/night meetings annually including back-to-school night. Two in the first semester, one in the spring. The daytime conference and the teachers' workday will end at 11:00 a.m. Each night is to be no more than two hours in length.

2) Effective for the 2024/25 school year and thereafter, Middle School teachers shall be responsible for a total of three evening/night meetings annually including back-to-school night. Two in the first semester, one in the spring. The daytime conference and the teachers' workday will end at 11:00 a.m. Each night is to be no more than two hours in length.

3) Effective for the 2024/25 school year and thereafter, Elementary School teachers shall be responsible for a total of three evening/night meetings annually including back-to-school night, one full day of such meetings and one half day as set forth below.

The Fall shall be one day and two evenings. The Spring shall be one evening and one day from 8:30 a.m. to noon. The teacher workday also ends at noon on that day. One of the evening meetings shall be three hours in length and two evening meetings shall be two hours in length. All evening/night meetings shall be scheduled to conclude no later than 8:30 p.m.

O. Secondary Teachers will be required to provide interim progress reports for all students in the first, second, third and fourth quarters using the school district's computer software. In the event the computers are down, teachers will only be required to prepare progress reports for at risk students. As to the first quarter, teachers with classes which meet every other day shall be entitled to comment "insufficient student contact" when the school calendar renders it appropriate to do so under the circumstances.

P. An additional 30 minutes per week will be added for all secondary teachers for extra help at the end of the school day. The schedule for each teacher's extra help responsibility shall be developed by said teacher in consultation with the relevant immediate supervisor. Final authority to establish the schedule shall be with the building principal. As a general rule, extra help shall be limited to Monday through Thursday except when it is necessary to alter that schedule due to holiday school closings. If the last instructional period returns to an activity period for all staff in a building, the 30 minutes will not be used in that building.

Q. An additional forty (40) minutes per month will be added for all staff, but not to be used for anything teachers are paid for contractually.

R. New Teacher Orientation - In order to provide for proper orientation for teachers new to the district, the number of required hours will be 30 per year. This will include three and one half (3 1/2) days of orientation during the week prior to the opening of school. No less than 18 hours and no more than 21 hours will take place during the week prior to the opening of school. This time will apply to new teachers to the district, and will be counted toward the State requirement for Staff Development and Re-certification.

In addition, four optional workshops will be conducted and may be attended by first-, second-, or third-year teachers; and those who attend will be entitled to receive in-service credit with the approval of the Superintendent of Schools or a designee thereof.

S. In addition to the obligations set forth in Paragraph R above, all non-tenured teachers shall be required to attend eighteen (18) hours annually of staff development pursuant to a program developed and implemented by the Superintendent of Schools in consultation with the District's Professional Development Committee. Such Sessions shall be limited to no more than two (2) hours and shall be scheduled on at least fourteen (14) days' notice to teachers. Effective September 1, 2020 and thereafter, as to elementary teachers only, this annual obligation shall be reduced to 17 hours.

T. All tenured teachers shall be required to attend eight (8) hours annually of staff development pursuant to a program developed and implemented by the Superintendent of Schools in consultation with the District's Professional Development Committee which shall have BTA representation. Such sessions shall be limited to 1.5 or 2 hours. Effective September 1, 2020 and thereafter, as to elementary teachers only, this annual obligation shall be reduced to seven (7) hours. Professional development pursuant to this paragraph will not be scheduled to occur on Fridays, nor will it be conducted on the same day as participating teachers are required to attend a faculty meeting. Sessions will be scheduled to begin no more than 15 minutes after the end of the teacher day for the last school from which teachers are required to participate in a particular session. Teachers will be provided with 30 days' notice of a particular session scheduled pursuant to this paragraph.

U. All teachers shall be required to utilize the district's student information system when communicating with parents/guardians. Requirements include, but are not limited to, email communications, teacher connect messaging, use of gradebook, student attendance, formal and informal progress reports, and the maintenance of a phone journal with parents, all pursuant to a District provided system. Pre-K through Grade 5 teachers shall post report card grades, and Grade 6 through 12 teachers shall post all grades, assignments, homework, report card grades and interim progress reports. All teachers will update the system a minimum of every two weeks.

V. Teachers shall not lose preparation time when attendance is required at in-district workshops, meetings, conferences, plays, etc.

W. Any teacher who has a 6-4 alternate day (i.e. Red Day/Blue Day) teaching schedule per semester shall receive a premium for that semester in the same manner as outline in Paragraphs I and J above.

X. Teachers who perform additional services related to professional development presentations shall be entitled to the following compensation:

a. $50.00 per hour to attend professional development
b. $60 per hour to present professional development
c. For every hour a teacher presents a professional development program, the teacher shall be paid $90.00 for presentation preparation, provided that such payment for presentation shall only be paid for the initial presentation of the program. The teacher shall not be paid if the same presentation is repeated.

ARTICLE XII

FREEDOM FROM NON-PROFESSIONAL ACTIVITIES

A. Monitor aides are non-professional personnel whose duties are to assist in the supervision of students in the cafeteria and playground and in the loading and unloading of buses.

Teachers shall be relieved of these duties except one (1) teacher shall be assigned on a rotating basis by the school principal to supervise the monitor aides in each of these areas, so that the aides performing the work are supervised by a teacher who shall be physically present during the activity for sufficient time to ensure commencement and continuity of the activity and in the building.

The Board shall provide an equal number of aides or assistants, as there were aides in 1970-71.

B. Whenever feasible, teachers shall not be required to perform clerical functions such as keeping clerical records.

C. Teachers will not be required to drive pupils to activities, which take place away from the school building. Teachers may do so voluntarily, however, with the advance approval of their principal or immediate supervisor. In such event, the teacher will be relieved of all personal liability which may occur in connection with said trip provided such occurrence is within the scope of the teacher's employment.

ARTICLE XIII

TEACHER FACILITIES

A. Each school building shall have the following facilities:

1. Space in each classroom in which teachers may safely store instructional materials and supplies.

2. A teacher work area containing adequate equipment and supplies to aid in the presentation of instructional materials. The Principal of the school will set up priority schedules for the use of duplicating devices and shall give suitable weight to instruction needs. Teachers qualified in the use of such machines shall be permitted to use them within the priorities established.

3. Whenever feasible a furnished room be reserved for the exclusive use of teachers as a faculty lounge. Said room will be in addition to the aforementioned teacher work area.

4. A serviceable desk and chair at each teaching station for the use of teachers assigned there.

5. Whenever feasible teachers shall be scheduled to meet their classes in a single designated classroom. If not feasible, such teachers shall be equipped with desk with storage space or a two-drawer file cabinet located in adequate space and privacy.

6. A communication system through which teachers can communicate with the main office in the building from their classrooms will be installed in all new buildings and in existing buildings where practicable.

7. Well-lighted, clean, teacher rest rooms with assurance of privacy shall be provided in all future construction.

B. Classroom interruptions shall be kept to a minimum and, except in an emergency, regularized. One school day's notice shall be given to all teachers in cases of scheduling the release of student groups from classes.

C. When budgetary cuts for materials are made, such teacher shall have the opportunity to discuss such budget cuts with his immediate supervisor. Such discussion shall take place prior to such budget cuts.

D. The Board of Education shall provide adequate supplies and textbooks and coordinate the ordering of supplies and materials with curriculum changes.

ARTICLE XIV

TEACHER EVALUATION

A. A standardized form will be used in the evaluation of all teachers in South Country Central School District. Such form shall be acceptable to the Association. (See Appendix H)

B. Prior to writing an evaluation after an observation, the evaluator will have a conference with the teacher to discuss the proposed written evaluation. Such conference will be held as soon as possible and in no case later than three (3) working days after the observation. As a result of the written evaluation, the teacher may request a post-conference meeting with the evaluator before signing the evaluation. The teacher will sign and return the evaluation as soon as possible but no later than three working days after receipt of the evaluation, or three (3) working days after the post-conference meeting, as the case may be. There will be a summary end-of-the-year evaluation written by the building principal, or his designee. Upon request by the teacher, on or before April 15, the evaluator will meet with the teacher prior to writing the evaluation. The teacher will sign and return the evaluation as soon as possible, but no later than three (3) working days after receipt of the evaluation.

Teachers will receive a formal written observation within ten (10) school days of the post-observation.

Tenured teachers shall receive one formal announced observation and one informal unannounced observation. Probationary teachers shall receive three formal observations, at least one of which shall be unannounced. A formal observation shall be at least 30 minutes but in no event shall last longer than one class period as defined by the building the observation is taking place in.

All teachers shall receive at least three school days' notice of all formal announced observations with the understanding that the teacher has the right to request that the observer conduct the observation with less than three school days' notice.

For formal announced observations, a pre-observation conference shall be conducted prior to the observation.

No observations shall take place the day before or after a holiday or vacation period unless the teacher requests it.

Teachers shall be entitled to a union representative for meetings in which a TIP shall be developed.

C. A probationary teacher will be informed of the Superintendent's recommendation concerning tenure as soon as possible prior to the expiration of his probationary period, and shall be informed of the final action of the school district on the granting or denial of tenure at least sixty (60) days prior to the expiration of his probationary period. If a probationary teacher has not resigned or been notified in writing that the school district has denied him tenure within sixty (60) days prior to the expiration of his probationary period, he shall be granted tenure.

D. Teachers have the right, upon request to review the contents of their personnel file and to make copies of any and all materials contained in it. A teacher will be entitled to have a representative of the Association accompany him during such review.

E. No material derogatory to the teacher's conduct, service, character, or personality will be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed, prior to the copy being filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent and attached to the file copy.

F. As to the video surveillance cameras installed in areas where student instruction also takes place (i.e. the library, gymnasium and auditorium), the parties agree as follows:

1. The surveillance tapes will not be used as direct evidence for disciplinary and/or evaluative purposes against the teacher assigned to that location, during the time the teacher is scheduled to be, and actively engaged in, student instruction;

2. The surveillance tapes can be used as direct evidence for disciplinary and/or evaluative purposes under the following circumstances:

   a. Against an employee who is not assigned to that location;

   b. Against an employee assigned to that location when that employee is not scheduled to be providing student instruction.

3. The surveillance tapes can be used as indirect evidence in connection with any disciplinary investigation (i.e. the tape itself is not admissible as evidence, but may be used as part of the investigation).

ARTICLE XV

TRANSFERS

A. VOLUNTARY TRANSFERS

1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another school building, shall file a written statement of such desire with the Superintendent on a form available from the Superintendent or his designated representative. Such statement shall include the grade and/or subject to which the teacher desires to be transferred. Where such request contains a multiple choice, the grades, subjects, or schools shall be listed in order of preference. It shall be Board policy to give consideration to requests for transfer from personnel within the district before filling known vacancies with personnel from outside the district. The procedure for requesting transfers shall be established by a joint study committee comprised of two (2) members appointed by the association and two (2) appointed by the administration.

2. A teacher declared in excess in one school shall have preference in filling a vacancy in the same area of certification in another school.

B. INVOLUNTARY TRANSFERS

1. When involuntary transfers are necessary, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service in South Country Central School District will be considered, together with instructional requirements and staff availability, in determining which teacher is to be transferred.

2. Notice of an involuntary transfer will be given to the affected teacher before such transfer is made and an opportunity given to the affected teacher to discuss such transfer with appropriate administrative officer.

3. Teachers who are involuntarily transferred will be transferred only to a comparable position if available. "Comparable position" means any position in the teacher's tenure area.

4. No teacher who is transferred shall, by reason thereof, lose his tenure status or be deprived of other rights under this agreement.

ARTICLE XVI

TEACHER PROTECTION - PERSONAL INJURY BENEFITS

A. Teachers will immediately report, in writing, all cases of assault suffered by them in connection with their employment to their principal or immediate supervisor.

B. This report will be forwarded to the Superintendent who will comply with any reasonable request from the teacher for information in his possession relating to the incident or the persons involved.

C. 1. The School District agrees to hold teachers harmless from any financial loss arising out of any claim, demand, suit, criminal prosecution, or judgment by reason of any act or omission to act by such teacher within or without the school buildings, provided such teacher at the time of the act or omission complained of, was acting in the discharge of his duties within the scope of his employment or under the direction of the School District.

2. This shall include financial loss resulting to a teacher from taking students on trips authorized by the Administration or the School District, provided the teacher was acting in the discharge of his duties within the scope of his employment.

3. Teachers shall notify the Superintendent of any accident or claim against them, which might be covered by this section within ten (10) school days after the accident occurs or the teacher knows of the claim. In addition, a teacher shall not be entitled to the protection of the three (3) afore-mentioned sections of this article unless within ten (10) school days of the time he is served with any summons, complaint, process, notice, demand, or pleading, he shall deliver the original or a copy thereof to the Superintendent.

D. Whenever a teacher is absent from his or her employment and is unable to perform his or her duties as a result of an accident or an assault occurring in the course of their employment, no part of such absence shall be charged to his or her annual or accrued sick leave. A teacher's use of the days following their return to work from an extended absence shall be limited to those injuries arising out of and directly related to said accident or assault and shall not include any subsequent injury, wound, agitation, symptom, etc. to the affected area unless it is found to be a compensable injury in a pending or subsequent Workers' Compensation matter and furthermore, shall also include those instances in which the teacher's absence is necessitated by an examination or proceeding required by a pending Workers' Compensation matter. The Bellport Teachers Association agrees that if verification of an injury is required, appropriate procedures will be put into effect. This may include, pursuant to Education Law 913, examination by a School District Physician.

E. The School District shall reimburse teachers for reasonable costs of replacing or repairing dentures, eyeglasses, hearing aids, or similar bodily appurtenances not covered by Workmen's Compensation which are damaged, destroyed, or lost as a result of an injury sustained in the course of the teacher's employment.

F. The School District shall reimburse teachers for the cost within reasonable limit of any clothing or other personal property damaged or destroyed as a result of an assault suffered

by a teacher while the teacher was acting in the discharge of his duties within the scope of his employment.

ARTICLE XVII

VACANCIES AND PROMOTIONS

A. All vacancies in promotional positions, as defined in Section B of this Article shall be posted in a prominent position in every school building or shall be announced by the Superintendent and shall clearly set forth a description of the preferred qualifications for the position, including duties and salary scale.

1. When school is in session, such notice shall be posted far in advance as practicable, ordinarily at least fifteen (15) days before the final date when application must be submitted and in no event less than ten (10) days before such date.

2. Teachers who desire to apply for such vacancies shall submit their application in writing to the Superintendent or his representative within the time limit specified in the notice.

B. Teachers who desire to be considered for new or promotional positions which may materialize during the time they are away shall submit in writing to the Superintendent a request for such consideration and complete information as to where and how they can be reached. The Superintendent shall see that such teachers are notified of any new or promotional vacancies and such notification shall set forth a description of and the qualifications for promotional vacancy including the duties and salary scale. Such notice shall be sent as far in advance as practicable, ordinarily at least fourteen (14) days before the final date for submission of applications.

C. Promotional positions are defined as follows:

Any positions with scheduled salaries higher than basic salary schedules for teachers and/or any positions on the administrative/supervisory level.

D. All appointments to the aforesaid vacancies and openings shall be based on qualifications and experience. They shall be made without regard to age, sex, race, creed, color, religion, nationality, marital status or ancestry.

E. Each South Country Central School District applicant for a promotional position who is not selected, if he so requests, will be given the opportunity to discuss such matters with the Superintendent.

F. Among equally qualified applicants for extracurricular and co-curricular positions, membership in the collective bargaining unit shall be given great weight.

ARTICLE XVIII

TEACHER ADMINISTRATION LIAISON

A. The Association shall select a Building Representative and an alternate representative for each school building and they shall meet with the building principal once every month during the school year to review and discuss local school problems and practices. Any such meeting may be canceled or adjourned by mutual consent.

B. The Building Representative shall have the right to schedule association meetings in the school building after school, provided such meetings do not conflict with scheduled faculty, other academic meetings, or instructional programs.

C. The Executive Council of the Association shall meet with the Superintendent, or his representative, and less than a majority of the Board upon application of either party, but not more than three (3) times within a school year, to review and discuss current school problems and practices and the administration of this agreement. Such meetings may be canceled or adjourned by mutual consent. It shall not be the purpose of the committee to act as a negotiating group in any way; rather, the purpose as stated above shall be in the direction of the achievement of mutual understanding.

ARTICLE XIX

TEACHER RECRUITMENT

A. The recruitment of teachers for the filling of vacant positions will begin as soon as possible in the year to allow ample time for screening and alternate choice decisions. In order to assist the administration in determining the number of vacant positions, all teachers shall notify the administration as soon as possible of their departure, and in no case less than that time provided by law.

B. It is Board policy that in recruiting personnel they will comply with the Education Law and the regulations of the Commissioner of Education. Each teacher shall hold a valid New York State Certificate in the area in which he or she functions except in emergency situations as outlined in the New York State Education Law.

C. Applicants will be hired for the district and will be assigned to a school or schools where his services are required.

D. The Board will be guided by present district policies with regard to interview of candidates.

E. In seeking applicants for new teaching positions, the Board will take into consideration the nature of the student population in the district. In doing so, the Board agrees to consider the proposals for teacher recruiting made by the Association.

F. Credit for Previous Experience:

1. Teachers with experience who are hired for positions in the school system may be allowed full credit for full years of approved and appropriate teaching experience up to seven (7) years, military service and Peace Corps up to two (2) years, for a maximum of nine (9) years. Teachers may be given credit upon Board approval for the number of years of non-teaching employment in a field approved by the Superintendent as related to the teaching area assignment up to a maximum of two (2) years. Credit for teaching experience may exceed these limits upon Board approval.

2. Unit members who have previously served in the District, left the District's employ, and who are currently employed by the District during the term of this agreement, shall be given step credit for each full year of probationary or tenured service. The credit shall be limited to twelve (12) teachers during the life of this agreement.

ARTICLE XX

TEACHERS - SUBSTITUTES

A. The administration shall have the responsibility for obtaining substitute teachers and shall endeavor to obtain necessary substitute teachers. In the event that no substitute is hired, a classroom teacher who volunteers to fulfill this duty shall be paid at the rate of $38.88 period for 24/25 and 25/26.

B. Teacher preference for a particular substitute shall be given due consideration.

C. Substitutes hired for special areas such as shops, labs, etc., shall be familiar with workshop procedures and methodology whenever feasible.

D. Whenever possible, appropriately qualified substitute teachers will be hired for all special subject area teachers when they are absent.

E. If unable to report for work, teachers shall call or log onto the answering service as designated in the building handbook in the evening after 7:00 p.m. or in the morning, as soon as possible, but at least one (1) hour before school is scheduled except in emergency circumstances, which preclude this notice from being provided, as demonstrated to the satisfaction of the building principal.

ARTICLE XXI

STUDENT DISCIPLINE

Upon written request by the Bellport Teachers Association, a committee will be formed consisting of teachers and administrators to review and/or revise the current student discipline procedures. Findings of the committee will be made known to the Board in a joint report.

ARTICLE XXII

SALARY

In order to maintain a high standard of education in South Country Central School District, the Board agrees that an adequate salary schedule is necessary to attract and retain superior teachers. Accordingly, the Board agrees to the following:

A. Teachers will be paid on alternate Fridays, with the following exceptions:

1. One-half of a normal paycheck will be issued on the first Friday of the school year. The remaining half of a paycheck will be issued on the second Friday of the school year.

2. Any regularly scheduled pay day that falls on a scheduled school holiday will be moved forward to the last school day before that holiday, provided there are at least five (5) working days between the last regular pay day and the day before that holiday.

B. Salary schedule index as illustrated in Appendix C.

C. Salary schedules as illustrated in Appendix D.

1. 24/25 – 1% plus increment effective July 1, 2024

2. 25/26 – (a) – 1% plus increment effective July 1, 2025
   (b) – Effective July 1, 2025, a new Step 22 shall be added to the schedule utilizing the same percentage differential at each step/column as exists between current Steps 20 and 21 as reflected in Appendix C (Index Table).

3. The doctoral stipend for 24/25 and 25/26 will be $835.

D. The Board agrees to provide the following career increments based upon longevity as follows:

1. An increment to be paid at the end of twenty (20) years of teaching service with a minimum of fifteen (15) years of teaching service in the South Country Central School District. For 22/23 this increment shall be $4,605 for 23/24, this increment shall be $4,651, and for 24/25 and 25/26, this increment shall be $4,651;

2. And, a further increment will be paid at the end of twenty-five (25) years of teaching service with a minimum of twenty (20) years of teaching service in South Country Central School District. For 22/23 this increment shall be $4,018, for 23/24 this increment shall be $4,058 and for 24/25 and 25/26, this increment shall be $4,058;

3. And, a further increment will be paid at the end of twenty-eight (28) years of teaching service with a minimum of twenty-three (23) years of teaching service in

the South Country Central School District. For 22/23 this increment shall be $4,286, for 23/24 this increment shall be $4,329, and for 24/25 and 25/26, this increment shall be $4,329; and

4. Teaching service in the South Country Central School District shall include teaching service in the schools and/or buildings of those districts which were incorporated into the South Country Central School District at the time of centralization or South Haven merger.

5. Coaching Longevity - Effective July 1, 2024, add two longevity steps as follows:

   $500 after completion of 5 years of consecutive service in the same coaching position and $750 (total) after completion of 10 years of consecutive service in the same coaching position.

E. Home Teaching is to be compensated. For 22/23 this stipend shall be $75.00 for 23/24 this stipend shall be $75.00, and for 24/25 and 25/26, this stipend shall be $75.00.

F. All summer school teaching positions shall be announced to the teaching staff of South Country Central School District and applications accepted and considered for such positions. For 22/23 this stipend shall be $3,489, for 23/24 this stipend shall be $3,524, and for 24/25 and 25/26, this stipend shall be $3,524.

Any teaching staff of the South Country School District required to perform student services, appear at CSE meetings, or perform other duties over the summer months that have not been outlined in other sections of the contract will be compensated at an hourly rate of pay based on Salary + Tenure increment + Longevities.

G. Upon being granted tenure, a teacher's salary will be increased by a tenure increment that will be added to the salary each year thereafter. For 22/23 this stipend shall be $463.00 for 23/24 this stipend shall be $468.00, and for 24/25 and 25/26, this stipend shall be $468.00.

H. When the occasion arises for a teacher(s) to be employed by the South Country Central School District to teach an in-service course, the following shall be in effect:

1. One in-service credit shall be equated to fifteen (15) clock hours of classroom instruction.

2. The stipend for 24/25 and 25/26 shall be $956.00.

3. In instances where two or more teachers share the responsibility for instruction, the per-credit fee shall be shared among the teachers.

I. When the occasion arises for a teacher(s) to be employed by the South Country Central School District to prepare curriculum during the summer months, the following rates shall be in effect:

The stipend for 24/25 and 25/26 shall be $58.00.

J. Faculty in the P.M. High School will be compensated as follows:

1. Academic teachers in the P.M. High School will be compensated for teaching two additional periods under the provisions of Article XI, Paragraph J. No academic teacher in the P.M. High School faculty prior to September 1, 1988, will receive less compensation under this article than if he were on Step 10 of the M Lane of this salary schedule.

2. Physical education teachers in the P.M. High School will be compensated for teaching one additional period under the provisions of Article XI, Paragraph J.

3. Advanced Placement teachers will be compensated each year for thirty-five (35) hours of subject preparation for each Advanced Placement program taught. Payment will be made upon the completion of the course and will be at the summer curriculum rate in effect for the summer following course completion.

K. Teachers teaching in the elementary enrichment program shall be compensated. The stipend for 24/25 and 25/26 shall be $61.00.

L. Teachers teaching in a building homework clinic shall be compensated. The stipend for 24/25 and 25/26 shall be $54.00.

M. Effective July 1, 2022 and thereafter, psychologists who serve as CSE chairs for a full school year shall receive a stipend of $3,000.

N. Effective July 1, 2022 and thereafter, coaches who participate in Section XI authorized post season play shall be paid as follows:

Head Coach - $145 per day
Assistant Coach - $114 per day
Acting assistants - $114 per day (ex., a MS. or JV wrestling coach is needed to work at a county and/or state competition)

O. Effective July 1, 2022 and thereafter, psychologists, social workers and guidance counselors shall be paid when performing emergency or other work after the school day which has been approved by an administrator. For 24/25 and 25/26, this rate shall be $76 per 40 minutes or $113 per hour.

P. Restorative Practice Coaches – Restorative Practice Coaches will facilitate department/common planning meetings as needed (minimum of 10 per year); will be active participants in building level PBIS team; will attend all monthly coach meetings (stipend will be impacted by their attendance at meetings); and will attend all Restorative Practice trainings as scheduled by Administration or their designee. Each coach will receive a $750 stipend per year and up to an additional 20 hours of work at $50/hour after submitting timesheets.

Q. Ambassadors of Compassion (High School) – The approved teacher facilitator will facilitate Ambassadors of Compassion mini lessons to varsity sports teams after school

from 2:00 p.m. – 2:30 p.m. daily for 12 weeks (about 3 months) in all three sports seasons (Fall, Winter, Spring). The facilitator will deliver those lessons via various instructional methods including whole group and small group instruction. The stipend is $12,000 per year.

ARTICLE XXIII

FRINGE BENEFIT

A. 1. The District agrees to follow all bylaws of the Suffolk School Employees Health Plan.

2. If a member of the BTA negotiating unit is an elected trustee of the Suffolk School Employees Health Plan, he/she will attend all trustee meetings held during the school day without the use of such days being charged against personal days, sick days, or BTA days. No loss in pay will be assessed for attending such meetings. A timely notice of such absence shall be given to the district to arrange for class coverage.

3. Full participation rights in the district's health insurance will be extended to the surviving spouse of a deceased, active teacher at no cost to the district. (Laws of COBRA)

4. Upon retirement, a teacher and the district will enter into an individual contract (Appendix A) that will provide health insurance benefits to the retiree and his/her dependents. For all new retirees, the District agrees to pay the negotiated percentage in effect at the date of retirement.

5. All teachers shall contribute 15% toward the premium for health insurance.

6. The district agrees to implement an IRS Section 125 plan for the deduction of monies for payment of the health insurance premiums described herein.

7. If a teacher so elects, an employee who otherwise has health insurance protection, shall have the right to decline health insurance and shall be entitled to receive on the last pay day of the calendar year 40% of the premium rate paid by the district. Such election must be made on or before November 1. Once a teacher has made such an election, he/she shall remain opted out of the plan until such time as the District has been provided with written notice of the decision to opt back in in accord with the provisions of the plan and IRS Code 125.

B. The Board shall provide for members of the teaching staff a group life and accidental death insurance plan and assume full cost of such a plan.

1. The Board shall provide for each member of the staff life and accidental death insurance coverage of $25,000.

2. Coverage under the group life and accidental death insurance plan shall begin at the same time of employment of each member of the teaching staff.

C. The Board shall make provisions for payroll deductions for a tax-sheltered annuity as selected by the Association without obligation on its part. The Board shall provide a clerical service to deduct from the teacher's salary the amount authorized by the individual teacher for transmission to the agent or agency selected by the Association in the manner and at the time authorized by the individual teacher. The Board of Education shall not be

responsible for the receipt of the funds deducted and forwarded as authorized by the teacher.

D. The Board shall provide for members of the teaching staff a salary continuation plan and assume the full cost of such plan as follows:

1. The salary continuation plan shall pay 60% of the employee's current annual salary at the time of disability, with a maximum of $4,000 per month, with a waiting period of 150 calendar days.

2. Coverage shall begin at the time of the employment of each member of the teaching staff and continue during the employment of said member in the district.

3. It will be mandated that a staff member must deplete all his or her accumulated sick days before he or she will be placed on the coverage to receive benefits from the salary continuation plan.

4. The Board shall assume the full cost of extending the existing health insurance plan to a tenured teacher while he is receiving benefits of this disability plan. The health insurance extension shall continue one year for each school year of teaching experience in the South Country School District to a maximum of seven (7) years.

E. The Board shall assume the full cost of a dental plan for members of the teaching staff and dependents. The insurance coverage shall be the Paul Revere Reasonable & Customary Plan, or its equal in percentage allowances and reasonable and customary schedules.

F. The Board shall provide and administer upon a teacher's request, payroll deductions for the repayment of loans to the New York State Teachers' Retirement System.

G. If any teacher's employment with the District is terminated because his teaching position has been abolished, the District shall pay him a severance allowance equal to 1/40th (2 1/2%) of his current annual salary for each full year of his teaching service in the District, provided, however, that such allowance shall in no case be less than 2/40ths (5%) nor more than 15/40ths (37 1/2%) of his current annual salary. A terminated teacher otherwise eligible for a severance allowance shall not be entitled to receive such allowance if he is eligible for retirement and elects to retire and to receive the final year increment provided by Article VIII of this Agreement. Any Unit member whose position is abolished at the end of a school year, and who is called back to work on or before the first day of school for the following school year, shall not be entitled to the severance allowance described herein.

H. Benefit Trust - Setup a future meeting with representatives of the District and the Association whereby more information can be discussed and shared on this subject.

I. 403b/457 Tax Sheltered Annuity programs for retirement incentive and sick day buy back shall remain in effect.

In order to maximize the tax sheltering benefit to the members of the Bellport Teachers Association and to maximize the cost savings to the South Country Central School District, the

parties agree that any retirement and/or separation incentive and final sick day buy backs shall be paid in the following manner:

The District shall make payment for any separation incentive and/or monetary benefit as a non-elective employer contribution to a 403(b) program that confirms it can accept the contribution in accordance with applicable Internal Revenue Code rules and regulations. Such payment shall be made to the 403

(b) program no later than the second paycheck in July immediately following the member's effective date of separation from the District. Teachers shall select the plan from the District approved list of such 403(b) plans.

For Tier I members with a membership date in the NYSTRS prior to June 17, 1971:

The District will report the separation incentive and/or monetary benefit to the NYSTRS as a non-regular compensation for the purpose of calculating the member's final average salary.

In the event that the non-elective employer contribution separation incentive and/or monetary benefit exceed the permissible contribution limit as defined by the Internal Revenue Service, the District agrees to pay to the Tier I employee with a membership date in the TRS before June 17, 1971, any excess over the limit as compensation in a single lump sum. This payment shall be made no later than second paycheck in July immediately following the member's effective date of separation from the District.

For members with a membership date in the NYSTRS on or after June 17, 1971:

In the event that the non-elective employer contribution separation incentive and/or monetary benefit exceeds the permissible contribution limit in the year of retirement as defined by the Internal Revenue Service, the District agrees to pay the maximum allowed non-elective employer contribution on the first business day in the January immediately following the member's effective date of separation from the District. After making payment as per the above, any excess over the limit shall be paid as compensation in a lump sum. This payment shall be made no later than second paycheck in July, immediately following the member's effective date of separation from the District.

If a law, rule, or regulation is changed permitting members with a membership date in the NYSTRS on or after June 17,1971, to calculate such earning into their final average salary, the District agrees to pay any excess over the applicable limit as defined by the Internal Revenue Code Rules and Regulations as compensation in a single lump sum or into the 403b in subsequent years. This payment shall be made no later than second paycheck in January immediately following the member's effective date of separation from the District.

ARTICLE XXIV

GRADUATE STUDY PROVISIONS

A. The District shall:

1. Provide for the receiving of credit on the salary schedule for all graduate courses taken at accredited colleges and universities after fifteen (15) hour blocks are completed. No stipulation or advance approval shall be required for education courses. Other courses shall require advance approval of the Superintendent. Course work that does not involve direct "seat time" at an accredited institution of higher education shall require prior approval by the Superintendent or designee.

2. Accept a grade average of 2.5 for each fifteen (15) credit hours submitted, based on a 4 point scale where A = 4, B = 3, and C = 2 points. In a pass/fail grading system a "Pass" grade shall be equated as 3.5 points.

3. Continue SCOPE membership for the duration of the contract.

4. SCOPE courses shall be applied at full credit basis toward and for advancement on the salary schedule, to the extent of eight credits per fifteen (15) graduate hours, provided the courses are related to the field of education.

5. A teacher may take all SCOPE, NYSUT, and South Country Teacher Center courses for in service credit. In addition, all district-sponsored courses in the teacher's area of certification will be granted for in service credit and do not need prior approval. Reading Council courses may be taken on an unlimited basis. No other course work can be duplicated. All other in service courses not in these categories need prior approval from the Personnel Office.

6. Internet courses and distance learning courses as well as video courses with seat time from accredited schools are acceptable for credit. (Course must meet criteria of in subject area, education, or prior approval).

B. Irrespective of any contract provision, policy, or practice to the contrary, no teacher shall be permitted to move more than one (1) column (lane) during any 12 month period.

C. Column movement shall be effective the September or February after submission of proof of successful completion of the course. Submission of proof must be received by the District no later than September 1st for September movement and February 1st for February movement.

ARTICLE XXV

SPECIAL EDUCATION PROVISIONS

A. The district will continue to comply with all laws of the State of New York and all binding regulations of the New York State Department of Education relating to the education of children classified as a student with a disability under federal and state law.

B. When feasible, the district shall hire only certified teachers to teach any special class.

C. The Building Principals, in cooperation with the teachers involved, and when the students can benefit from such programs, shall schedule classes for instruction in music, art, library, homemaking, industrial arts, physical education, and speech, whenever these courses are offered, to the same degree that they are offered to other classes in the district.

D. The District shall provide an aide in each special class for a period of five (5) hours per day. The district shall not be required by contract to provide an aide in resource room classes.

E. In order that the classroom teacher may arrange the program to give the fullest aid to those children with outstanding problems, specialists participating in screening children shall give a written and oral report to the child's teacher concerning the areas of the pupil's greatest needs. This would include perceptual, physical, neurological or emotional difficulties. Such a screening by specialists would precede the placement of any child in a special or learning disability class.

F. Testing for all new special education referrals shall not be the responsibility of the Special Education teacher.

G. Special Education teachers shall participate in all regular Committee on the Handicapped meetings. Teachers shall not participate in extra sessions.

ARTICLE XXVI

DEPARTMENT CHAIRPERSON and COORDINATOR PROVISIONS

A. Department Chairpersons and Coordinators are responsible for the duties outlined in their job description (See Appendix B), and shall receive the following benefits:

1. Annual compensation $8,222 for 2024-25 and 25-26.
2. In departments of ten (10) or more or responsible for three (3) or more departments, the Department Chairperson and/or Coordinator will have a 3/5 teaching load.
3. In departments of less than ten (10), the Department Chairperson and/or Coordinator will have a 4/5 teaching load.
4. Notwithstanding the foregoing provisions, any reduced teaching load for the Business, Guidance, Library, Music, and Reading Department Chairpersons and/or Coordinators may be given at the discretion of the District.
5. Department chair positions begin filling these responsibilities on July 1 of the year of their appointment and end on June 30th of the next year.

ARTICLE XXVII

PARAPROFESSIONALS

Paraprofessionals are eligible only for provisions outlined below.

A. Salary - Paraprofessionals will be paid at 70% of the Column and Step of this Agreement.

B. Sick Days - Paraprofessionals shall receive ten (10) sick days annually, cumulative to thirty (30) days.

C. Experience Credit - Paraprofessionals who are upgraded to a teaching position shall receive for salary purposes one-half year's experience for each year worked as a Paraprofessional.

D. Substitute Service - Paraprofessionals may only be requested to substitute for the teacher to whom they are assigned and for no more than four (4) consecutive days at no extra remuneration.

E. Job Description - A Paraprofessional shall be assigned work according to the agreed upon job description.

F. Health Insurance - A Paraprofessional shall receive the health insurance plan in effect for teachers.

G. Work Schedule - Paraprofessionals shall work a teacher calendar and a teacher day.

H. Evaluation - A Paraprofessional will be evaluated by District Administrative Personnel and under no circumstances shall a member of a teacher bargaining unit have any participation in the evaluation of the Paraprofessional.

I. Dues Deduction - See Article II

J. Grievance Procedure - See Article IV

K. Graduate Study Provisions - See Article XXIV

L. Duties - Paraprofessionals shall not be assigned duties not assigned to teachers.

JOB DESCRIPTION	PARAPROFESSIONAL
QUALIFICATIONS	Bachelor's Degree with sufficient educational courses; a valid teacher certificate preferred
RESPONSIBLE TO	Building Principal
JOB GOAL	Assist the elementary teacher with the regular instructional program

RESPONSIBILITIES:

1. Plans, with the classroom teacher, to meet individual student needs, interests, and abilities of students.

2. Assists in creating a classroom environment conducive to learning and appropriate to the maturity and interests of students.

3. Assists the learning process toward the achievement of curriculum goals.

4. Employs methods and materials most appropriate for meeting stated objectives.

5. Encourages students to set and maintain standards of classroom behavior.

6. Employs a variety of techniques and media, consistent with the physical limitations of the location provided and the needs and capabilities of the individuals or student groups involved.

7. Strives to implement the district's philosophy of education and instructional goals and objectives.

8. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

9. Assists in upholding and enforcing school rules, administrative regulations, and board policy.

10. Attendance and participation in faculty meetings are encouraged, not required.

11. Establishes and maintains cooperative relations with others.

ARTICLE XXVIII

EXTRA TEACHING SERVICES

Definition

Extra teaching service is recognized as regularly scheduled and sustained instructional service to children during hours that are clearly outside and beyond those hours of service rendered or required in the full exercise of professional teaching responsibilities. Such teaching involves substantial numbers of children and is exercised in connection with an approved program and work schedule. The class, activity, practice, or rehearsal, or other extra-curricular activity shall in the opinion of the principals and superintendent be instrumental in the worthwhile education of children. When a new position is approved, the Board of Education and the BTA shall negotiate the appropriate rate of pay. Personnel will be appointed to these positions for one school year and will be assigned at the beginning of each school year.

Determination of Club Stipends

The Superintendent or designee and the BTA president, Chief Negotiator, or the Association's designee will meet to determine which tier all existing clubs belong in and move those clubs to the appropriate level.

A) New Clubs - The Superintendent or designee and the BTA president, Chief Negotiator or their designee will meet to determine which tier the new club belongs, which in turn will determine the stipend to be paid.

B) Criteria:

1. Based on contact time outside the school day
2. Total hours involved in activity
3. Final product produced
4. Community involvement
5. Student involvement

Advisor and Coach Selection

Membership in the BTA will be given great weight in the selection of coaches and advisors.

Where possible, coaches will be selected from the building in which they teach.

Payment Schedule for Extra Teaching Services

Payment for these services will be made when the activities program is completed or terminated.

Brookhaven	$3,285
Frank P. Long	$3,285
Verne Critz	$1,315
Kreamer	$1,315

Money from the fund will be distributed as determined by the building principal to faculty of the building for extra teacher services performed outside the school day. This fund will not be used to fund any activity itemized for elementary schools in Article XXVIII.

ARTICLE XXIX

TEACHER MENTORING PROGRAM

Recognizing that a quality mentoring program is essential to attracting, retaining and continuously improving the knowledge and skills of our teacher force, both parties agree to the establishment and maintenance of a Teacher Mentor Program.

Mentor Program Committee

The Mentor Program will consist of four (4) members. Three (3) members will be BTA PDP Committee Members appointed by the BTA President of which one shall be the Mentor Coordinator and one member (1) administrator from the PDP Committee appointed by the Superintendent of Schools. The committee will be convened during the spring semester of each school year and will be released from instructional duties in order to participate in the selection process. The committee, chaired by the Mentor Coordinator, will recommend members from a pool of volunteers after considering factors referenced in the District's PDP Plan at Article II (A)-(D).

Mentor Selection

A. Application Process

1. Notice of positions to be posted by March 1.
2. Screening and recommendations of applications by Mentoring Committee.
3. Recommendations to be submitted to the Building Principal.
4. Recommendations by the Building Principal to be forwarded to the Superintendent.
5. Recommendations to be forwarded to the Board of Education for approval.
6. The Mentor Committee may remove a mentor for just cause.

** Should no one from current staff come forward to serve as a mentor, the District may seek members from outside the bargaining unit (BTA), in accordance with the District's PDP Plan at Article II (D)(4).

Compensation

A. Mentor -

For 23/24 - $1,874 per mentee, maximum of two (2) mentees
For 24/25 - $1,874 per mentee, maximum of two (2) mentees
For 25/26 - $1,874 per mentee, maximum of two (2) mentees

Future stipend increases will be based on the negotiated BTA Contract increase

B. Mentor Coordinator -

For 23/24 - $3,092
For 24/25 - $3,092
For 25/26 - $3,092

Future stipend increases will be based on the negotiated BTA Contract increase

Training

Although participation in the Mentoring Program is voluntary for mentors, approved training is required for all mentors and teacher members of the Mentor Committee. Such individuals are

required to complete six (6) hours of training, given by District-approved facilitators, during the Summer months and/or during non-school hours. Training shall only be required once per career in the District, and will be compensated at the rate of $44 per hour.

The training of active participants in the mentoring program should be ongoing. Training session options could be selected from among the following offerings:

* on site with the Program Coordinator and/or PDP member
* Teacher Centers
* NYSUT
* BOCES workshops
* other accredited sources

Criteria for Mentors

Mentors must be tenured and be bargaining unit members in good standing. In the event there are no volunteers meeting this criteria, Article II of the District's PDP plan will be implemented.

Role of the Mentor Committee Coordinator

The Mentor Committee Coordinator will be expected to do the following tasks:

* attend trainings
* chair the Mentor Committee meetings and any other related meetings deemed appropriate
* coordinate training in conjunction with the Assistant Superintendent for Human Resources
* handle problems
* oversee program evaluations
* communicate with mentors and mentees
* call committee meetings as needed

Mentees

All first year teachers as defined by the SED will receive the mentoring program in the South Country School District. In addition, the district may provide mentors for the following staff members:

* Principal/teacher requests
* Teachers new to the profession
* Teachers new to SCCSD having never received tenure
* Teachers new to SCCSD having received tenure

The BTA will encourage qualified staff members to apply to serve as mentors.
Mentees will be expected to do the following:

* meet regularly with their mentors
* visit the classroom of their mentor and the classrooms of other colleagues in the school, and when feasible, other schools in the district.
* attend scheduled workshops and the New Teacher Orientation program
* work with their mentors to set their goals for their internship
* maintain a log of their internship activities
* complete the program evaluation and internship evaluations forms as required by the program or by SED

Release time shall be subject to negotiations between the parties.

Program Evaluation
The Mentor Committee will develop the program evaluation

Confidentiality
Information obtained by the mentor through the interaction with the mentee while engaged in the mentoring activities of the program may not be used in any form of evaluation of the mentee unless withholding such information poses a danger to the life, health or safety of an individual, including but not limited to students and staff of the District or unless such information indicates that the new teacher has been convicted of a crime, or has committed an act which raises a reasonable question as to the new teacher's moral character (see SED Regulation Part 100.2).

Immunity
No bargaining unit member who participates in the Teacher Mentoring Program either as a committee member or a mentor may be required to appear at any disciplinary or termination hearing except as set forth above under SED regulations concerning confidentiality.

EFFECTIVE DATES AND DURATION

1. This agreement shall be effective as of July 1, 2024 and shall expire on June 30, 2026.

2. This agreement is the only written agreement between the parties and supersedes all other agreements previously entered into for the period of time set forth above.

3. The district will continue in effect all benefits and provisions of this agreement beyond the termination date of this agreement and until either a new agreement is reached or until the procedures for the resolution of disputes set forth in Section 209 of the Public Employee's Fair Employment Law have been exhausted, whichever occurs sooner.

4. If any provision of this agreement is or shall become contrary to law, then such provisions shall be deemed deleted from this agreement, but all other provisions shall continue in full force and effect.

5. The parties agree that each has exercised its right to bargain for any provisions it wished to be included in this contract. The parties further recognize and agree that as to every matter, a final decision as to which is reserved to the Board of Education hereunder, or as to which the Board specifically retains discretion hereunder, the Board continues to retain, whether exercised or not, the sole and unquestioned right to exercise in its discretion, its duties, powers, responsibilities and rights in the direction and management of the South Country Central School District, Town of Brookhaven. This clause shall not be interpreted so as to affect the rights granted by Article IV.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 21st day of August, 2025.

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT
Brookhaven Town
Suffolk County, New York

Patrick Brady, President
Bellport Teachers Association

~~E. Anne Hayes, President~~ DEBORAH DeLILLO, VICE PRESIDENT
Board of Education
South Country Central School District

GGDOCS-1355340710-1074

APPENDIX A

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT
East Patchogue, New York

AGREEMENT TO PROVIDE HEALTH BENEFITS TO RETIREE

This is an agreement by and between the South Country Central School District and _____, a retiring employee of the school district.

For any teacher retiring September 1, 2014 and thereafter, the school district agrees to pay 85% of the total cost of the premium option (individual/family) for health benefits for the retiree.

The health insurance program covered by the agreement is the health insurance program in effect for active employees of the school district.

The school district specifically recognizes that said employee has relied upon the promise contained herein by the school district to pay the cost of benefits for said retiree pursuant to this agreement and his or her dependents enrolled in the Plan for the lifetime of said retiree.

If the retiree dies and leaves a surviving spouse, such spouse may maintain full participation rights in the existing health plan at no cost to the district.

It is further understood that upon said employee reaching the age of eligibility for Medicare that the health benefits herein shall be provided as co-insurance of the Medicare coverage.

By the signature which appears below, the school district acknowledges that this agreement has been adopted by a formal resolution of the Board of Education of the school district at a duly-constituted meeting.

Board of Education
South Country School District

By: _____
District Clerk Date

APPENDIX B - DEPARTMENT CHAIRPERSON and COORDINATOR JOB DESCRIPTION

POSITION OVERVIEW:

The position of department chairperson is a leadership position designed to improve instruction within the subject department. It functions primarily as a service to teachers and pupils by creating and maintaining superior standards in teaching and learning. The chairperson induces needed change within the departments; coordinates instruction within the subject area; integrates instructional plans with other subjects and departments; establishes and maintains constructive working relations with principals or individuals responsible for any part of the instructional program.

The chairperson shall assist with the development, coordination, supervision, and evaluation of the assigned curricular area(s). The responsibilities of the chairperson encompass the roles that are unique to that curricular area as well as those defined and described in detail below. The chairperson shall assist the building principal in the proper functioning of the educational program.

Chairpersons are evaluated by the principal, Superintendent of Schools and/or his/her designated representative in central administration. Chairpersons are appointed annually by the Board of Education upon the recommendation of the Superintendent of Schools.

FUNCTIONAL RESPONSIBILITIES

Instructional Supervision

1. Observe, critique and evaluate staff members as required. Write supervisory reports and make recommendations to building administration.

2. Assist substitute teachers in their duties and make recommendations to building administrators concerning performance of substitute teachers.

3. Plan monthly building level department meetings and conduct meetings during the contractual day as necessary.

4. Assist the counseling staff with the evaluation and placement of students.

Curriculum and Staff Development

1. Take a leadership role in the development and revision of course(s) of study and the selection of supplies, equipment, and textbooks.

2. Encourage active involvement in specialized professional associations.

3. Keep professional staff and building administration informed of significant research in the appropriate field(s) of study.

4. Keep professional staff and building administration informed about trends in testing, state exams, and Regents regulations and curriculum development.

5. Coordinate the development of programs and course pre-requisites with building administration, the guidance chairperson and department chairpersons.

Educational Administration

1. Assist the building administration with the recruitment, interviewing and selection of department staff and long-term substitutes.

2. Assist the building administration with the scheduling and assignment of teachers' classroom responsibilities.

3. Prepare and distribute lists of supplies, equipment, and textbooks available within the department.

4. Provide for the pooling and sharing of instructional materials, resources, and ideas within the department.

5. Compile, evaluate, and exchange information about student needs, achievement, and program development.

6. Assist faculty, parents, and students with program goals and program selection.

7. Supply information as requested for administration to prepare state and federal reports. Assist in preparation of annual reports.

8. Plan and help with the implementation of school opening, mid-year changeover, and student schedule or program changes in consultation with building administration.

9. Assist building administration in projecting and planning future program needs.

10. Assist building administration with the development of teacher schedules with regard to the master schedule.

11. Be familiar with state regulations as they pertain to student progress, programs, evaluation, remediation, competency testing and placement, and graduation requirements.

12. Attend monthly cabinet meetings as needed.

Instructional Leadership

1. Arrange demonstration lessons and assist new teachers and/or student teachers (from time to time) with their course of instruction and any other problems they may encounter as may be appropriate (e.g. encourage peer coaching, etc.).

2. Assist staff members in the development of short-term and long-range lesson planning.

3. Assist building administration with the development and implementation of mid-year and final exam testing schedules. When needed, assist with the coordination of standardized and/or national testing programs and preparation of cohort reports.

4. Assist staff members in the development of classroom exams, mid-year exams, final exams, and other measures of pupil achievement with specific regard to content, grading practices, and curriculum.

5. Assist teachers with the planning of exhibits, field trips, and special events.

6. Make recommendations to the building administrators and librarians for the selection of educational media appropriate for the department.

7. Coordinate the development and maintenance of curriculum with the assistance of the department members.

8. Confer with parents and students to resolve questions concerning curriculum, grading, student placement, classroom instruction, and departmental procedures.

9. Supply information on the results of school, state and/or national testing programs to the appropriate Assistant Principal as it pertains to the department and appropriate staff members. Prepare a course of action to address any weaknesses.

10. Assist the Guidance Department in the development of remediation for those students who fail to meet the Regents requirements.

11. Plan for the development of computer applications in the department.

12. Coordinate, supervise, and develop student participation in local, state and national competitions.

13. Coordinate the development of and participation in programs that showcase student achievement in such areas as the following: arts festivals, musical programs, science fairs, technology fairs, career programs, and essay and art contests.

SUMMER WORK

Department Chairpersons will work the equivalent of one additional contractual workweek per summer. This includes time allotted for one joint HS/MS cabinet meeting. The exact distribution of hours will be determined by each individual Department Chairperson in consultation with the building principal. Department Chairpersons will be compensated at the contractual Curriculum Development rate for any meetings other than the aforementioned joint cabinet meeting held during the summer.

Summer work may include the following:

- textbook allocation
- distribution of supplies
- assistance in curriculum development
- assistance with teacher scheduling
- review of state results and grading procedures
- new teacher department introduction
- ordering of textbooks
- assistance with room assignments
- assistance with student placement
- handling of personnel issues: administrator/teacher/parent/student conferences
- organize/update department resource center
- assist with summer school curriculum
- inventory department resources
- distribute bid items
- consult with room repairs
- consult with technology placement
- consult with placement and maintenance of equipment
- assist in Departmental interviews

APPENDIX C - INDEX TABLE

	B	B+15	B+30	M (B+45)	M+15 (B+60)	M+30	M+45	M+60	M+75
1	1.000	1.055	1.110	1.165	1.220	1.275	1.330	1.385	1.440
2	1.055	1.110	1.165	1.220	1.275	1.330	1.385	1.440	1.495
3	1.110	1.165	1.220	1.275	1.330	1.385	1.440	1.495	1.550
4	1.165	1.220	1.275	1.330	1.385	1.440	1.495	1.550	1.605
5	1.220	1.275	1.330	1.385	1.440	1.495	1.550	1.605	1.660
6	1.275	1.330	1.385	1.440	1.495	1.550	1.605	1.660	1.715
7	1.330	1.385	1.440	1.495	1.550	1.605	1.660	1.715	1.770
8	1.385	1.440	1.495	1.550	1.605	1.660	1.715	1.770	1.825
9	1.440	1.495	1.550	1.605	1.660	1.715	1.770	1.825	1.880
10	1.495	1.550	1.605	1.660	1.715	1.770	1.825	1.880	1.935
11	1.550	1.605	1.660	1.715	1.770	1.825	1.880	1.935	1.990
12	1.605	1.660	1.715	1.775	1.830	1.885	1.940	1.995	2.050
13	1.660	1.715	1.770	1.835	1.890	1.945	2.000	2.055	2.110
14	1.715	1.770	1.825	1.895	1.950	2.005	2.060	2.115	2.170
15	1.770	1.825	1.880	1.955	2.010	2.065	2.120	2.175	2.230
16	1.825	1.880	1.935	2.015	2.070	2.125	2.180	2.235	2.290
17	1.880	1.935	1.990	2.075	2.130	2.185	2.240	2.295	2.350
18	1.935	1.990	2.045	2.135	2.190	2.245	2.300	2.355	2.410
19			2.100	2.195	2.250	2.305	2.360	2.415	2.470
20					2.310	2.365	2.420	2.475	2.530
21							2.480	2.535	2.590
22							2.540	2.595	2.650

APPENDIX D – 2024-2025

Levels -->								
Steps -->		Level	Level	Level	Level	Level	Level	Level
		B	M	M15	M30	M45	M60	M75
		# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
		18	19	20	20	21	21	21
	1	52,733	61,434	64,332	67,235	70,134	73,037	75,936
	2	55,633	64,332	67,235	70,134	73,037	75,936	78,835
	3	58,535	67,235	70,134	73,037	75,936	78,835	81,736
	4	61,434	70,134	73,037	75,936	78,835	81,736	84,637
	5	64,332	73,037	75,936	78,835	81,736	84,637	87,536
	6	67,235	75,936	78,835	81,736	84,637	87,536	90,436
	7	70,134	78,835	81,736	84,637	87,536	90,436	93,336
	8	73,037	81,736	84,637	87,536	90,436	93,336	96,235
	9	75,936	84,637	87,536	90,436	93,336	96,235	99,139
	10	78,835	87,536	90,436	93,336	96,235	99,139	102,035
	11	81,736	90,436	93,336	96,235	99,139	102,035	104,938
	12	84,637	93,602	96,503	99,401	102,302	105,203	108,100
	13	87,536	96,765	99,666	102,564	105,466	108,366	111,267
	14	90,436	99,928	102,831	105,731	108,628	111,530	114,431
	15	93,336	103,093	105,994	108,893	111,795	114,693	117,596
	16	96,235	106,257	109,157	112,055	114,957	117,859	120,759
	17	99,139	109,423	112,321	115,222	118,122	121,019	123,923
	18	102,035	112,586	115,482	118,387	121,285	124,186	127,084
	19		115,750	118,648	121,548	124,451	127,349	130,251
	20			121,814	124,716	127,611	130,514	133,416
	21					130,778	133,677	136,579

APPENDIX D – 2025-2026

Levels -->							
Steps -->	Level	Level	Level	Level	Level	Level	Level
	B	M	M15	M30	M45	M60	M75
	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps	# Steps
	18	19	20	20	22	22	22
1	53.260	62.048	64.975	67.907	70.835	73.767	76.695
2	56.189	64.975	67.907	70.835	73.767	76.695	79.623
3	59.120	67.907	70.835	73.767	76.695	79.623	82.553
4	62.048	70.835	73.767	76.695	79.623	82.553	85.483
5	64.975	73.767	76.695	79.623	82.553	85.483	88.411
6	67.907	76.695	79.623	82.553	85.483	88.411	91.340
7	70.835	79.623	82.553	85.483	88.411	91.340	94.269
8	73.767	82.553	85.483	88.411	91.340	94.269	97.197
9	76.695	85.483	88.411	91.340	94.269	97.197	100.130
10	79.623	88.411	91.340	94.269	97.197	100.130	103.055
11	82.553	91.340	94.269	97.197	100.130	103.055	105.987
12	85.483	94.538	97.468	100.395	103.325	106.255	109.181
13	88.411	97.733	100.663	103.590	106.521	109.450	112.380
14	91.340	100.927	103.859	106.788	109.714	112.645	115.575
15	94.269	104.124	107.054	109.982	112.913	115.840	118.772
16	97.197	107.320	110.249	113.176	116.107	119.038	121.967
17	100.130	110.517	113.444	116.374	119.303	122.229	125.162
18	103.055	113.712	116.637	119.571	122.498	125.428	128.355
19		116.908	119.834	122.763	125.696	128.622	131.554
20			123.032	125.963	128.887	131.819	134.750
21					132.086	135.014	137.945
22					135.440	138.437	141.518

Appendix "E"		
CLUBS 2024-2026		
FPL		
Assignment	***24/25***	***25/26***
Student Council	$2,363	$2,363
Photo & Yearbook Club	$1,884	$1,884
A World of Difference (AWOD)	$2,204	$2,204
Robotics	$5,638	$5,638
Supv/Att @ Sports Day	$249	$249
BHS 2024-2026 Clubs (Contingent on clubs running)		
Assignment	***24/25***	***25/26***
4H Style	$1,884	$1,884
9-19 Club Model Club	$1,192	$1,192
A World of Difference (AWOD)	$2,204	$2,204
Academic Decathlon Club	$1,884	$1,884
Advertising & Publicity	$3,056	$3,056
Ambassadors	$1,884	$1,884
Art Honor Society	$2,363	$2,363
Athletes Helping Athlete	$1,884	$1,884
Audio Visual Club	$2,328	$2,328
Band Director - PER PARADE	$192	$192
Center of Excellence Advisor	$3,056	$3,056
Center of Excellence Asst. Advisor	$2,363	$2,363
Central Treasurer (Clubs/Activities)	$3,956	$3,956
Chamber Choir	$3,956	$3,956
Chamber Orchestra	$3,956	$3,956
Chamber Strings	$3,956	$3,956
Chess Club	$1,884	$1,884
Clarinet Choir	$3,956	$3,956
Class Advisor - 9th Grade - 1 of 2 positions	$2,363	$2,363
Class Advisor - 9th Grade - 2 of 2 positions	$2,363	$2,363
Class Advisor - 10th Grade - 1 of 2 positions	$2,363	$2,363
Class Advisor - 10th Grade - 2 of 2 positions	$2,363	$2,363
Class Advisor - 11th Grade - 1 of 2 positions	$2,363	$2,363
Class Advisor - 11th Grade - 2 of 2 positions	$2,363	$2,363
Class Advisor - 12th Grade - 1 of 2 positions	$2,363	$2,363
Class Advisor - 12th Grade - 2 of 2 positions	$2,363	$2,363
Clipper	$3,956	$3,956
Computer Club	$1,884	$1,884
Culinary Club - 1 of 2 positions	$3,917	$3,917
Culinary Club - 2 of 2 positions	$3,917	$3,917
Dance Club	$3,998	$3,998
DECA (FBLA)	$1,884	$1,884

Drama Club	$1,884	$1,884
Drama - Costumes	$2,363	$2,363
Drama - Director	$3,056	$3,056
Drama - Producer	$3,056	$3,056
Drama - Set Construction	$2,363	$2,363
Drama - Set Design	$2,363	$2,363
Drama - Sound	$1,192	$1,192
Drama - Lighting	$1,192	$1,192
Drama/Musical/Variety-Posters Club	$1,192	$1,192
E-Sports Team-Fall previously approved as E-Sports Club	$4,306	$4,306
E-Sports Team-Winter previously approved as E-Sports Club	$4,306	$4,306
E-Sports Team-Spring previously approved as E-Sports Club	$4,306	$4,306
ELA Honor Society	$2,363	$2,363
Fathom (Literacy Club)	$3,956	$3,956
Flute Choir	$3,956	$3,956
French Club/Honor Society	$1,884	$1,884
Future Teachers Club	$1,884	$1,884
Gay-Straight Alliance (GSA)	$1,757	$1,757
Gospel Choir	$1,884	$1,884
History Club	$1,884	$1,884
Interact/Rotary	$1,884	$1,884
Italian Club/Honor Society	$1,884	$1,884
Jazz Ensemble Advisor	$3,956	$3,956
Key Club	$1,884	$1,884
Latin Dance Club	$1,884	$1,884
Log (Yearbook)	$3,956	$3,956
Math Club	$1,884	$1,884
Math Honor Society	$2,363	$2,363
Movers & Challengers	$1,884	$1,884
Music Honor Society	$2,363	$2,363
Music Honor Society Asst	$1,884	$1,884
Multicultural Student Association	$2,397	$2,397
Musical - Accompanist	$2,363	$2,363
Musical - Choreographer	$2,363	$2,363
Musical - Costumes	$2,363	$2,363
Musical - Director	$3,056	$3,056
Musical - Orchestra Director	$2,363	$2,363
Musical - Producer	$3,056	$3,056
Musical - Set Construction	$2,363	$2,363
Musical - Set Design	$2,363	$2,363
Musical - Lighting	$1,192	$1,192
Musical - Sound	$1,192	$1,192

Musical - Vocal Director	$3,056	$3,056
National Honor Society	$2,363	$2,363
Outing/Cycling Club	$1,884	$1,884
Partners in Science	$1,884	$1,884
Peer Facilitator Advisor	$1,884	$1,884
PEP Band Advisor	$135	$135
Percussion Ensemble	$3,956	$3,956
Robotics - 1 of 2 positions	$5,638	$5,638
Robotics - 2 of 2 positions	$5,638	$5,638
Rooter's Bus Supervisor	$135	$135
SADD	$1,884	$1,884
School Store	$2,363	$2,363
Science Bowl	$1,884	$1,884
Science Honor Society	$2,363	$2,363
SEQ	$1,884	$1,884
SCSD Web Site	$1,884	$1,884
Skiing Club	$191	$191
Spanish Club/Honor Society	$1,884	$1,884
Sports Day	$248	$248
Step Squad / Hip Hop	$1,884	$1,884
Student Council	$3,056	$3,056
Variety - Accompanist/ Conductor	$2,363	$2,363
Variety - Choreographer	$2,363	$2,363
Variety - Director	$3,056	$3,056
Variety - Producer	$3,056	$3,056
Variety - Set Construction	$1,884	$1,884
Variety - Set Design	$1,884	$1,884
Variety - Costume/Make-Up	$1,654	$1,654
Variety - Script Writer	$1,420	$1,420
Variety - Vocal Director	$3,056	$3,056
Variety - Lighting	$1,192	$1,192
Variety - Sound	$1,192	$1,192
Vocal Director	$3,056	$3,056
Writing Club / Inkwell	$82	$82
Weightlifting Club - Summer	$2,304	$2,304
Weightlifting Club - Semester 1	$3,056	$3,056
Weightlifting Club - Semester 2	$3,056	$3,056
BMS 2024-2026 Clubs (Contingent on clubs running)		
Assignment	***24/25***	**25/26**
Ambassadors	$1,884	$1,884
Art Club	$1,884	$1,884
Audio Visual Club	$2,363	$2,363

A World of Difference (AWOD)	$2,204	$2,204
Band Director - PER PARADE	$192	$192
Bicycle Club	$1,654	$1,654
Club/Activity Treasurer	$2,363	$2,363
Ceramics Club	$1,884	$1,884
Chamber Orchestra	$1,654	$1,654
Chess Club	$1,654	$1,654
Clarinet Choir	$1,654	$1,654
Computer Club	$1,884	$1,884
Frequent User Club	$1,654	$1,654
Garden Advisor	$1,155	$1,155
Gay Straight Alliance (GSA)	$1,757	$1,757
Health Club	$1,884	$1,884
History Club	$1,884	$1,884
Home & Career Skills	$2,363	$2,363
International Club - 1 of 2 positions	$1,654	$1,654
International Club - 2 of 2 positions	$1,654	$1,654
Jazz Band	$1,654	$1,654
Jazz Ensemble Advisor	$2,363	$2,363
Junior Honor Society	$2,363	$2,363
Just say no	$1,884	$1,884
Kickline	$1,654	$1,654
Math Club	$1,884	$1,884
Mock Trial	$2,363	$2,363
MST Club	$1,654	$1,654
Musical - Accompanist	$2,363	$2,363
Musical - Choreographer	$2,363	$2,363
Musical - Costume Design	$2,363	$2,363
Musical - Set Design	$1,884	$1,884
Musical - Director	$3,056	$3,056
Musical - Lighting	$1,884	$1,884
Musical - Set Construction	$1,884	$1,884
Musical - Set Design	$1,884	$1,884
Musical - Producer	$3,056	$3,056
Musical - Sound Design	$1,130	$1,130
Newspaper Advisor - The Barge	$2,363	$2,363
Peer Mediation	$1,654	$1,654
Pom-Pom Girls	$64	$64
Renaissance	$1,654	$1,654
Robotics - 1 of 2 positions	$5,638	$5,638
Robotics - 2 of 2 positions	$5,638	$5,638
School Store	$2,363	$2,363

Science Club	$1,884	$1,884
South Country Singers	$1,654	$1,654
Spinnaker	$2,363	$2,363
Step Squad	$1,884	$1,884
Student Council	$1,884	$1,884
Tri-M Club	$2,293	$2,293
Web team	$1,654	$1,654
Weightlifting Club	$1,884	$1,884
Woodworking Club	$1,658	$1,658
Vocal Director	$3,056	$3,056
Yearbook	$2,363	$2,363

Appendix "F"		
BHS (Contingent on start of season)		
FALL		
Assignment	***24/25***	***25/26***
Boys' Cross Country Varsity	**6,159**	**6,159**
Girls' Cross Country Varsity	**6,159**	**6,159**
Boys' Football Grade 9 - 1 of 2 positions	**4,934**	**4,934**
Boys' Football Grade 9 - 2 of 2 positions	**4,934**	**4,934**
Boys' Football Varsity Head	**8,466**	**8,466**
Boys' Football Varsity Assistant - 1 of 4 positions	**5,991**	**5,991**
Boys' Football Varsity Assistant - 2 of 4 positions	**5,991**	**5,991**
Boys' Football Varsity Assistant - 3 of 4 positions	**5,991**	**5,991**
Boys' Football Varsity Assistant - 4 of 4 positions	**5,991**	**5,991**
Boys' Football JV - 1 of 3 positions	**5,641**	**5,641**
Boys' Football JV - 2 of 3 positions	**5,641**	**5,641**
Boys' Football JV - 3 of 3 positions	**5,641**	**5,641**
Boys' Golf Varsity	**4,337**	**4,337**
Boys' Golf JV	**3,169**	**3,169**
Boys Soccer Grade 9	**4,174**	**4,174**
Boys' Soccer Varsity	**6,469**	**6,469**
Boys' Soccer Varsity Assistant	**4,980**	**4,980**
Boys' Soccer JV	**4,697**	**4,697**
Girls' Soccer JV	**4,697**	**4,697**
Girls' Soccer Varsity	**6,469**	**6,469**
Girls' Soccer Varsity Assistant	**4,980**	**4,980**

Girls' Tennis JV	**3,169**	**3,169**
Girls' Tennis Varsity	**4,819**	**4,819**
Girls' Volleyball JV	**5,413**	**5,413**
Girls' Volleyball Varsity	**7,874**	**7,874**
Girls' Volleyball Varsity Assistant	**6,063**	**6,063**
FALL/WINTER		
Assignment	***24/25***	***25/26***
Clipperette Drill Team	**8,945**	**8,945**
Girls Cheerleading Grade 9	**4,069**	**4,069**
Girls' Cheerleading Junior Varsity Fall	**4,600**	**4,600**
Girls' Cheerleading Varsity Fall	**6,400**	**6,400**
WINTER		
Boys' Basketball Varsity	**7,874**	**7,874**
Boys' Basketball Varsity Co-Assistant	**6,063**	**6,063**
Boys' Basketball JV	**5,413**	**5,413**
Boys' Bowling Varsity	**4,337**	**4,337**
Girls' Basketball Varsity	**7,874**	**7,874**
Girls' Basketball Varsity Assistant	**6,063**	**6,063**
Girls' Basketball JV	**5,413**	**5,413**
Girls' Bowling Varsity	**4,337**	**4,337**
Girls' Cheerleading Junior Varsity	**4,600**	**4,600**
Girls' Cheerleading Varsity	**6,400**	**6,400**
Boys' Track Varsity	**7,180**	**7,180**
Girls' Track Varsity Assistant	**4,892**	**4,892**

Girls' Track Varsity Head	**7,180**	**7,180**
Boys' Track Assistant Varsity	**4,892**	**4,892**
Wrestling Grade 9	**4,337**	**4,337**
Wrestling JV	**5,641**	**5,641**
Wrestling Varsity	**8,466**	**8,466**
Wrestling Varsity Assistant - 1 of 2 positions	**6,063**	**6,063**
Wrestling Varsity Assistant - 2 of 2 positions	**6,063**	**6,063**
SPRING		
Boys Baseball, Grade 9	**3,873**	**3,873**
Boys' Baseball JV	**5,413**	**5,413**
Boys' Baseball Varsity Head	**7,180**	**7,180**
Boys' Baseball Varsity Assistant	**5,529**	**5,529**
Girls' Golf Varsity	**4,337**	**4,337**
Boys Lacrosse Grade 9	**3,873**	**3,873**
Boys' Lacrosse Varsity Head	**7,180**	**7,180**
Boys' Lacrosse Varsity Assistant	**5,529**	**5,529**
Boys' Lacrosse JV - 1 of 2 positions	**5,413**	**5,413**
Boys' Lacrosse JV - 2 of 2 positions	**5,413**	**5,413**
Girls' Lacrosse Varsity Head	**7,180**	**7,180**
Girls' Lacrosse Varsity Assistant	**5,529**	**5,529**
Girls' Lacrosse JV - 1 of 2 positions	**5,413**	**5,413**
Girls' Lacrosse JV - 2 of 2 positions	**5,413**	**5,413**
Girls' Softball JV	**5,413**	**5,413**

Girls' Softball Varsity	**7,180**	**7,180**
Girls' Softball Varsity Assistant	**5,529**	**5,529**
Boys' Tennis JV	**3,169**	**3,169**
Boys' Tennis Varsity	**4,819**	**4,819**
Track Grade 9	**3,646**	**3,646**
Boys' Track Assistant Varsity	**4,892**	**4,892**
Boys' Track Varsity	**7,180**	**7,180**
Girls' Track Varsity Assistant	**4,892**	**4,892**
Girls' Track Varsity Head	**7,180**	**7,180**
BMS (Contingent on start of season)		
FALL	***24/25***	***25/26***
Girls' Cheerleading Grades 7 & 8	**3,475**	**3,475**
Boys Cross Country Grades 7 & 8 - 1 of 2 positions	**3,509**	**3,509**
Girls Cross Country Grades 7 & 8 - 2 of 2 positions	**3,509**	**3,509**
Boys' Football Grade 7 - 1 of 2 positions	**4,328**	**4,328**
Boys' Football Grade 7 - 2 of 2 positions	**4,328**	**4,328**
Boys' Football Grade 8 - 1 of 2 positions	**4,328**	**4,328**
Boys' Football Grade 8 - 2 of 2 positions	**4,328**	**4,328**
Boys Gymnastics Asst Varsity	**4,697**	**4,697**
Boys Gymnastics Grades 7 & 8	**3,646**	**3,646**
Boys Gymnastics Varsity	**6,469**	**6,469**
Boys' Soccer Grades 7 & 8 - 1 of 2 positions	**3,646**	**3,646**
Boys' Soccer Grades 7 & 8 - 2 of 2 positions	**3,646**	**3,646**
Girls' Soccer Grades 7 & 8 - 1 of 2 positions	**3,646**	**3,646**

Girls' Soccer Grades 7 & 8 - 2 of 2 positions	**3,646**	**3,646**
Girls' Tennis 7 & 8	**3,169**	**3,169**
WINTER	***24/25***	***25/26***
Boys' Wrestling Grades 7 & 8 - 1 of 2 positions	**3,761**	**3,761**
Boys' Wrestling Grades 7 & 8 - 2 of 2 positions	**3,761**	**3,761**
Girls Basketball Grade 9	**4,337**	**4,337**
Girls' Basketball Grades 7 & 8 - 1 of 2 positions	**3,761**	**3,761**
Girls' Basketball Grades 7 & 8 - 2 of 2 positions	**3,761**	**3,761**
Girls' Cheerleading Grades 7 & 8	**3,475**	**3,475**
Girls' Volleyball Grades 7 & 8 - 1 of 2 positions	**3,761**	**3,761**
Girls Volleyball Grades 7 & 8 - 2 of 2 positions	**3,761**	**3,761**
Boys Basketball Grade 9	**4,337**	**4,337**
Boys' Basketball Grades 7 & 8 - 1 of 2 positions	**3,761**	**3,761**
Boys' Basketball Grades 7 & 8 - 2 of 2 positions	**3,761**	**3,761**
SPRING		
Boys' Baseball, Grades 7 & 8	**3,280**	**3,280**
Boys' Lacrosse Grades 7 & 8	**3,284**	**3,284**
Girls' Lacrosse Grades 7 & 8	**3,284**	**3,284**
Boys' Tennis Grades 7 & 8	**3,137**	**3,137**
Boys Track-Grades 7 & 8 - 1 of 4 positions	**3,284**	**3,284**
Girls Track-Grades 7 & 8 - 2 of 4 positions	**3,284**	**3,284**
Track-Grades 7 & 8 - 3 of 4 positions	**3,284**	**3,284**
Track-Grades 7 & 8 - 4 of 4 positions	**3,284**	**3,284**
Girls' Softball Grades 7-8	**3,284**	**3,284**

Appendix "G"		
Assignment	**24/25**	**25/26**
After School AIS Teaching (50 min session)	**$58**	**$58**
After School Detention (per session)	**$56**	**$56**
After School ESL	**$50**	**$50**
After School Math	**$68**	**$68**
After School Supervision (per session)	**$57**	**$57**
After School Suspension (per hour)	**$65**	**$65**
AP Stipend (Hourly/ up to 35)	**$57**	**$57**
Assessment Prep Instructor	**$62**	**$62**
Cafeteria Duty	**$5,438**	**$5,438**
Chains	**$118**	**$118**
Chaperoning	**$118**	**$118**
Checkpoint A or B	**$68**	**$68**
Chinese 360 lab	**$56**	**$56**
College Level Courses Stipend (Hourly/ up to 35)	**$57**	**$57**
CPR/AED Training	**$65**	**$65**
Credit Recovery (per hour)	**$65**	**$65**
Curriculum	**$58**	**$58**
Curriculum Fair Facilitators - Preparation per hour	**$90**	**$90**
Curriculum Fair Facilitators - Presentation per hour	**$60**	**$60**
Elementary Science Organizer, per year	**$5,500**	**$5,500**
EMT	**$118**	**$118**
Enrichment	**$62**	**$62**
Extended Learning (per hour)	**$62**	**$62**
Extended Learning After School Program Organizer	**$1,250**	**$1,250**
Extended School Year Coordinator for Special Education	**$6,500**	**$6,500**
Faculty Auditor	**$3,709**	**$3,709**
Family Engagement Organizer	**$10,000**	**$10,000**
Filming	**$118**	**$118**
Home Tutoring	**$75**	**$75**
Homework Clinic (per session)	**$54**	**$54**
Intramurals	**$64**	**$64**
Lab Make-up (per period)	**$77**	**$77**
Long Island String Festival	**$192**	**$192**
Math Olympiad	**$62**	**$62**
Math Prep Workshop	**$68**	**$68**
Mentoring	**$1,874**	**$1,874**
Mentoring Coordinator	**$3,123**	**$3,123**
Music Festival	**$192**	**$192**
NYSSMA	**$192**	**$192**
Proctoring	**$29**	**$29**
Project Adventure Facilitator - Preparation per hour	**$90**	**$90**
Project Adventure Facilitator - Presentation per hour	**$60**	**$60**
RCT	**$68**	**$68**

Regents Review	**$68**	**$68**
Regents Scoring	**$29**	**$29**
School Improvement Team	**$57**	**$57**
Scorekeeper	**$118**	**$118**
Sports Day	**$249**	**$249**
Story Time Dual Language - Preparation per hour	**$90**	**$90**
Story Time Dual Language - Presentation per hour	**$60**	**$60**
Study Center (per session)	**$50**	**$50**
Timer	**$118**	**$118**
Unified Sports Head Coach (per 90 min practice or per contest) Max of 14 sessions	**$170**	**$170**
Unified Sports Asst. Coach (per 90 min practice or per contest) Max of 14 sessions	**$117**	**$117**
Youth Labor Coordinator - per hour	**$40**	**$40**

APPENDIX H – Teacher Evaluation Forms

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT, East Patchogue, New York

Teacher Observation No.:_____ Teacher Name: _____
Date:_____
Lesson Observed:_____ Grade: _____
Room: _____

Building:_____ Observer: _____

CLASSROOM ENVIRONMENT:

SUBJECT MATTER PRESENTATION:

PUPIL ACTIVITIES AND PARTICIPATION:

EVIDENCE OF GOOD PLANNING:

TEACHING EFFECTIVENESS:

FURTHER COMMENTS – CLASSROOM EVALUATION:

FURTHER COMMENTS – OVERALL TEACHER EFFECTIVENESS:

TEACHER COMMENTS:

A conference was held between _____ and _____ following the lesson.

Signature of Teacher _____ Date_____

Signature of Evaluator _____ Date_____

the opportunity to discuss it with my principal. My signature does not necessarily mean I agree with the report.

_____ _____
Signature of Teacher Date

_____ _____
Signature of Observer Date

_____ _____
Signature of Principal Date
(if not the observer)

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT

TEACHER OBSERVATION

Teacher Observation No. _____ Teacher:_____ Date:_____
Lesson Observed:_____ Room:_____ Grade:_____
Building:_____ Period:_____ Observer:_____

HE= Highly Effective (4); E= Effective (3); D=Developing (2); I=Ineffective (0)

**An ineffective or developing rating in any subcomponent within a domain must be supported by specific, complete, and accurate evidence and/or facts to be provided by the evaluator.*

Objective Narrative of the Lesson Observed:

I. Planning and Preparation:

a. Lesson showed evidence of core standards.
b. Lesson was developmentally appropriate.
c. Lesson met the diverse learning needs of students.

	H	E	D	I
A				
B				
C				

COMMENTS:

II. Knowledge of Content and Instructional Planning

a. Lesson was well-planned and contained essential elements (i.e.-lesson objective, anticipatory set, input, modeling, check for understanding, guided practice, independent practice, and closure).

	H	E	D	I
A				

COMMENTS:

III. Instructional Practice

a. Articulated objectives.
b. Maximized use of instructional time
c. Executed the elements of effective lesson plan.
d. Used multiple modes of instruction to promote active learning.
e. Posed higher-order questions.
f. Demonstrated flexibility based on students' needs.

	H	E	D	I
A				
B				
C				
D				
E				
F				

COMMENTS:

IV. **Learning Environment**

a. Teacher created a mutually respectful, safe and supportive learning environment.
b. Demonstrated sensitivity to all cultures/ethnicities.
c. Established standards of conduct were clear to students and teacher response to misbehavior was effective.
d. Feedback to students was constructive
e. Establishes high expectations.

	H	E	D	I
A				
B				
C				
D				
E				

COMMENTS:

V. **Assessment for Student Learning**

a. Student assessment aligned with objectives.
b. Students demonstrated an understanding of the lesson through verbal and/or written response.
c. Teacher attended to student questions/comments during lesson.
d. Implements accommodations and modifications.

	H	E	D	I
A				
B				
C				
D				

COMMENTS:

A post-observation conference was held between _____and _____on _____at_____.

POST-OBSERVATION COMMENTS/RECOMMENDATIONS/COMMENDATIONS (if needed):

OVERALL LESSON

_____Highly Effective _____Effective _____Developing _____Ineffective

Highly Effective	66-76
Effective	47-65
Developing	36-46
Ineffective	0-35

TEACHER COMMENTS:

I have reviewed this report and I have been given the opportunity to discuss it with my principal. My signature does not necessarily mean I agree with the report.

_____ _____
Signature of Teacher Date

_____ _____
Signature of Observer Date

_____ _____
Signature of Principal (if not the observer) Date

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT
INFORMAL OBSERVATION

Teacher:_____ Date:_____
Lesson Observed:_____ Room:_____ Grade:_____
Building:_____ Period:_____ Observer:_____

Instructor models instructional tasks when appropriate.

☐ Yes ☐ No ☐ Unable to determine

Instructor provides explicit instruction.

☐ Yes ☐ No ☐ Unable to determine

Instructor engages students in meaningful interactions with language during lesson.

☐ Yes ☐ No ☐ Unable to determine

Instructor provides multiple opportunities for students to practice instructional tasks.

☐ Yes ☐ No ☐ Unable to determine

Instructor provides corrective feedback after initial student responses.

☐ Yes ☐ No ☐ Unable to determine

Instructor encourages student effort.

☐ Yes ☐ No ☐ Unable to determine

Students are engaged in the lesson during teacher-led instruction.

☐ Yes ☐ No ☐ Unable to determine

Students are engaged in the lesson during independent work.

☐ Yes ☐ No ☐ Unable to determine

Students are successful completing activities at a high criterion level of performance.

☐ Yes ☐ No ☐ Unable to determine

Comments (if needed):

Teacher Comments (if needed):

I have reviewed this report and I have been given the opportunity to discuss it with my principal. My signature does not necessarily mean I agree with the report.

_____ _____
Signature of Teacher Date

_____ _____
Signature of Observer Date

_____ _____
Signature of Principal (if not the observer) Date

SOUTH COUNTRY CENTRAL SCHOOL DISTRICT
East Patchogue, NY
Annual Professional Performance Review

Teacher Name: _____ **Date:** _____

Building: _____ **Evaluator:** _____

I. **ATTENDANCE DATA:** Number of Absences: ___ Sickness: ___ Personal: ___
Number of Latenesses: ___

II. **COMMENTS ON ATTENDANCE IF NECESSARY**

NOTE: A final effective rating of developing or ineffective in any sub-component within a domain requires an improvement plan. Failure to improve in any sub-component by the specified completion date will result in a final rating of ineffective in that sub-component.

Standard: Knowledge of Students and Student Learning
Teachers acquire knowledge of each student and demonstrate knowledge of student development and learning to promote achievement for all students.

Indicators	Highly Effective	Effective	Developing	Ineffective	Points
Creates developmentally appropriate lessons	Teacher creates lesson plans that are appropriate to the developmental needs of students and meet the student learning differences and needs of each individual student.	Teacher creates lesson plans that are appropriate to the developmental needs of students and meet the student learning differences and needs of groups of students.	Teacher creates lesson plans that are generally appropriate to the developmental needs of students and meet the student learning needs of groups of students.	Teacher does not create lessons that are developmentally appropriate or that address individual student learning needs.	
Uses strategies to support learning	Teacher designs lessons to include several instructional strategies that support the learning of each student. Teacher is able to adjust instruction by adapting and/or adding strategies to meet the needs of specific students. Students suggest specific strategies that help them achieve the outcomes of the lesson and teacher supports the students' suggestions.	Teacher designs lessons to include several instructional strategies that support learning. Teacher is able to adjust instruction by adapting and/or adding strategies to meet the needs of specific students.	Teacher designs lessons to include some instructional strategies that support the learning of some students. Teacher is able to adjust instruction by implementing one or two additional strategies.	Teacher designs lessons with few strategies that support student learning. Teacher does not adjust instruction.	
Meets diverse learning needs of all students	Teacher varies or modifies instruction to meet the diverse learning needs of each student. Students suggest ways in which the lesson might be modified to advance their own learning and teacher acknowledges the suggestion.	Teacher varies or modifies instruction to meet the diverse learning needs of most students.	Teacher varies or modifies instruction to meet the diverse learning needs of some students	Teacher does not vary or modify instruction to meet diverse learning needs of students	
COMMENTS:					

Standard 1: Knowledge of Content and Instructional Planning Teacher knowledge of content and pedagogy is grounded in effective instruction that ensures growth and achievement for all students.					
Indicators	Highly Effective	Effective	Developing	Ineffective	Points
Incorporates learning standards in instructional planning	Teacher incorporates the learning standards, relates standards to one another, and connects them to 21st Century skills.	Teacher incorporates the learning standards and relates standards to one another.	Teacher has a minimal incorporation of the learning standards.	Teacher does not incorporate the learning standards.	
Incorporates individual and collaborative critical thinking and problem solving	Teacher provides on-going opportunities for students to engage in individual and group learning that align with 21st Century Skills. The teacher models and encourages effective use of interpersonal skills to build student capacity for collaboration.	Teacher provides frequent opportunities for students to engage in individual and group learning that align with 21st Century Skills. The teacher models effective interpersonal skills.	Teacher provides occasional opportunities for students to engage in individual and group learning.	Teacher does not provide opportunities for students to engage in individual and group learning.	
Designs instruction to meet diverse learning needs of students	Teacher is highly skilled in designing instruction based on students' diverse needs.	Teacher designs instruction based on students' diverse needs consistently.	Teacher attempts to design instruction based on students' diverse needs.	Teacher is not alert to students' diverse needs.	
Designs instruction based on student data	Teacher consistently uses student data when planning instruction.	Teacher regularly uses students data when planning instruction.	Teacher occasionally uses student data when planning instruction.	Teacher does not use student data when planning instruction.	
Incorporates technology	Teacher regularly incorporates available technology in lessons to enhance student learning. Technology is used to support complex understanding of subject matter.	Teacher regularly incorporates available technology in lessons to enhance student learning. Technology is used to extend and apply learning in the lesson beyond communication and completion of classroom assignments.	Teacher occasionally incorporates available technology in lessons to enhance student learning or technology is used for communication and relatively rote activities.	Teacher does not understand how technology can enhance student learning or chooses not to use technology even when aware of the benefits.	
Selects materials and resources	Teacher selects a variety of curricular materials and resources that align with student learning standards. Teacher regularly adapts materials to meet diverse learning needs and seeks out additional materials and resources to support student learning.	Teacher selects curricular materials and resources that align with student learning standards. Teacher regularly adapts materials and resources to meet diverse learning needs.	Teacher selects curricular materials and resources that align with student learning standards. Teacher occasionally adapts materials and resources to meet diverse learning needs.	Teacher is unaware of curricular materials and resources that align with student learning standards or is aware but chooses not to use or adapt materials and resources to meet diverse learning needs.	
COMMENTS:					

Standard/Indicator	Highly Effective	Effective	Developing	Ineffective	Points
Use of instructional time	Teacher maximizes use of instructional time.	Teacher uses instructional time effectively.	Teacher uses some instructional time effectively.	Teacher does not use instructional time effectively.	
Aligns and articulates objectives/goals with learning standards	Teacher implements articulates all learning experiences that are aligned with learning standards.	Teacher implements and articulates most learning experiences that are aligned with learning standards.	Teacher implements and articulate some learning experiences that are aligned with learning standards.	Teacher does not implement and articulate learning experiences that are aligned with learning standards.	
Engages students	Teacher's instructional practices consistently engage students.	Teacher's instructional practices regularly engage students.	Teacher's instructional practices rarely engage students.	Teacher's instructional practices do not engage students.	
Provides directions and procedures	Teacher directions and procedures are clear, complete, and anticipate possible student misunderstanding. Teacher adjusts explanations to meet the needs of individual students.	Teacher directions and procedures are clear to students. Teacher adjusts explanations to meet student needs.	Teacher directions and procedures are clarified after initial student confusion. Teacher attempts to adjust explanations to meet student needs.	Teacher directions and procedures are confusing to students. Teacher does not adjust explanation to meet student needs.	
Uses questioning techniques	Teacher's questions are open in nature and challenge students to think and demonstrate reasoning. Students formulate many questions to advance their understanding.	Most of teacher's questions are open in nature and engage students in deeper thinking and further discussion.	Teacher's questions are a combination of open and closed questions. Some questions invite a thoughtful response and/or further discussion.	Teacher's questions are largely closed in nature. Questions do not invite a thoughtful response or further discussion.	
Implements strategies for mastery of learning outcomes	Teacher seamlessly incorporates instructional approaches and technologies to allow students to demonstrate mastery of learning outcomes. Students suggest instructional strategies that will help them demonstrate their own learning.	Teacher incorporates instructional approaches and technologies to allow students to demonstrate mastery of learning outcomes.	Teacher attempts to incorporate instructional approaches and technologies to allow students to demonstrate mastery of learning outcomes, with partially successful results.	Teacher adheres rigidly to an instructional approach, even when a change is clearly needed to allow students to demonstrate mastery of learning outcomes.	
Uses formative assessment	Teacher always uses formative assessment to immediately inform instruction. Teacher monitors the progress of individual students and uses a variety of formative assessments to adjust and differentiate instruction to meet individual needs.	Teacher frequently uses formative assessment to immediately inform instruction. Teacher monitors the progress of students, using assessment data.	Teacher occasionally uses formative assessment. Teacher monitors student learning unevenly.	Teacher does not use formative assessment during instruction and does not monitor student learning.	
COMMENTS:					

Indicators	Exemplary	Proficient	Basic	Unsatisfactory	Points
Interactions with student	Teacher-student interactions reflect genuine respect, caring, and cultural understanding for individuals as well as groups of students. Teacher creates a safe learning environment where all students feel accepted and free taking learning risks.	Teacher-student interactions demonstrate general caring and respect. Interactions are appropriate to the ages and cultures of the students. Teacher creates a safe learning environment where students feel accepted and free taking learning risks.	Teacher-student interactions are generally appropriate but may reflect occasional inconsistencies, favoritism, or disregard for students' cultures. Only some students feel accepted and free to take learning risks.	Teacher interaction with at least some students is inappropriate to the age or culture of the students. The classroom climate is not conducive to feeling accepted or free to take learning risks.	
Reinforces positive interactions among students	Teacher ensures that students demonstrate respect for one another.	Teacher ensures that student interactions are generally polite and respectful. Such interactions are appropriate to the age and cultures of the students.	Teacher inconsistently addresses inappropriate student interaction.	Teacher does not address student interactions that are inappropriate and disrespectful.	
Establishes high expectations for student achievement	Teacher articulates high expectations for all students, and differentiates instruction to ensure that all students meet the expectations.	Teacher articulates high expectations for all students.	Teacher articulates high expectations for some students.	Teacher articulates low expectations for most or all students.	
Provides feedback during and after instruction	Teacher's feedback to students is timely, frequent, and relevant. Feedback consistently advances student learning. Students make use of the feedback in their learning.	Teacher's feedback to students is timely, frequent, and relevant. Feedback frequently advances student learning.	Teacher's feedback to students is inconsistent in timeliness, frequency and/or relevance. Feedback inconsistently advances student learning.	Teacher's feedback to students is limited, infrequent and/or irrelevant.	
Establishes expectations for student behavior	The teacher and students have established standards of conduct. They are clear to all students and appear to be internalized.	The teacher has established standards of conduct and they are clear to all students.	The teacher has established standards of conduct, and most students seem to understand them.	The teacher has not established standards of conduct, or students are confused by the standards.	
Establishes routines, procedures, and transitions	Teacher's routines, procedures, and transitions are seamless, with students assuming responsibility in ensuring their efficient operation.	Teacher's routines, procedures, and transitions occur smoothly, with little loss of instructional time. Students assume some responsibility under teacher direction.	The teacher's routines, procedures, and transitions are somewhat efficient, resulting in some loss of instructional time	The teacher's routines, procedures and transitions are chaotic with much instructional time being lost between activities or lesson segments	
Adjusts pacing	Teacher uses student progress to immediately adjust the pace, focus, or delivery of instruction. Students self-assess progress and suggest adjustments to instruction.	Teacher uses student progress to immediately adjust the pace, focus, or delivery of instruction.	Teacher occasionally uses student progress to adjust the pace, focus, or delivery of instruction.	Teacher does not use student progress to adjust the pace, focus, or delivery of instruction.	

Implements accommodations and modifications	Teacher consistently implements required assessment accommodations and/or modifications. Teacher works with specialists as necessary to ensure accommodations and/or modifications to meet students needs.	Teacher consistently implements required assessment accommodations and/or modifications.	Teacher inconsistently implements required assessment accommodations and/or modifications.	Teacher does not implement required assessment accommodations and/or modifications.	
Engages students in self-assessment	Teacher regularly engages students in self-assessment of their learning goals, strategies, and outcomes and suggests next steps for achieving the learning goals.	Teacher frequently engages students in self-assessment of their learning goals, strategies, and outcomes.	Teacher occasionally engages students in self-assessment of their learning goals, strategies, and outcomes.	Teacher does not engage students in self-assessment of their learning goals, strategies, or outcomes.	
Assessment Techniques	Consistently uses a variety of appropriate assessment techniques to measure learning goals.	Uses many appropriate assessment techniques to measure learning goals.	Uses a few appropriate assessment techniques to measure learning goals.	Does not use appropriate assessment techniques to measure learning goals.	

Work with colleagues	Consistently works collaboratively with colleagues.	Often works collaboratively.	Sometimes works collaboratively with colleagues.	Does not work collaboratively with colleagues.	
Communication with parents	Provides ongoing information to parents, as appropriate, about programs or student progress.	Provides frequent information to parents, as appropriate, about programs or student progress.	Provides some information to parents about programs or student progress.	Provides little or no information to parents about programs or student progress.	
Professional development	Seeks out opportunities for professional development and applies new skills in the classroom.	Seeks out opportunities for professional development to enhance content knowledge and skills.	Participates in professional activities to limited extent.	Engages in no professional development activities to enhance professional knowledge and skills.	

Indicators	Exemplary (4 Points)	Proficient (3 Points)	Developing (2 Points)	Ineffective (1 Point)	Points
Engages in professional growth	Teacher regularly seeks out and engages in opportunities for professional growth and development. Teacher provides professional development and/or support for others.	Teacher regularly engages in opportunities for professional growth and development.	Teacher occasionally engages in opportunities for professional growth and development.	Teacher does not engage in opportunities for professional growth and development.	
Collaborates	Teacher actively and consistently collaborates with peers to improve professional practice. Teacher assumes leadership roles and works to improve practice on the team.	Teacher regularly collaborates with peers to improve professional practice.	Teacher inconsistently collaborates with peers to improve professional practice.	Teacher does not collaborate with peers or interactions are negative.	
				Total Points	

EVALUATOR'S SUMMATIVE REVIEW:

TEACHER COMMENTS:

Signature of Teacher _____

Date_____

Signature of Evaluator _____

Date_____