

CONTRACTUAL AGREEMENT

WILLIAMSON FACULTY ASSOCIATION
and the
SUPERINTENDENT of the
WILLIAMSON CENTRAL SCHOOL DISTRICT

JULY 1, 2026 – JUNE 30, 2029

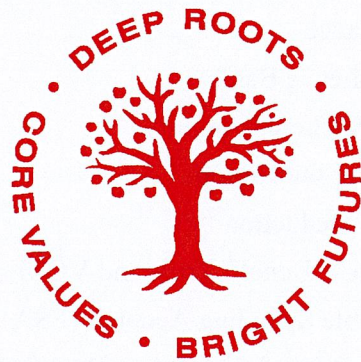


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WILLIAMSON CENTRAL SCHOOL INSTRUCTIONAL PERSONNEL AGREEMENT

THIS AGREEMENT made and entered into between the Superintendent of Williamson Central School District of the Town of Williamson, Wayne County, New York, with its principal office in the Town of Williamson, Wayne County, New York (hereinafter referred to as the “District”), and the Williamson Faculty Association an unincorporated membership association with its principal office in the Town of Williamson, Wayne County, New York (hereinafter referred to as the “Association”).

ARTICLE I - PREAMBLE

The District and the Association firmly believe that the primary function of the District and its professional staff is to assure each student attending the Williamson Schools the highest level of educational opportunities obtainable. The District recognizes that teaching is a profession; the District and the Association believe that the objectives of the educational program are realized to the highest degree when mutual understanding, cooperation, and effective communication exist between the District and its professional staff; the District and Association recognize that the best interests of public education will be served by establishing procedures to provide an orderly method for the District and representatives of the Association to negotiate matters of mutual concern and to seek a mutually satisfactory agreement on those matters. To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations. Therefore, the District and the Association hereby adopt the procedure hereinafter set forth.

ARTICLE II - RECOGNITION

The Williamson Central School District, having determined that the Association is supported by a majority of the instructional personnel of said District, hereby recognizes the Association as the exclusive bargaining representative pursuant to the Public Employees Fair Employment Act, for certified personnel including, but not limited to classroom teachers, teachers on special assignment, school counselors, librarians, school psychologists, speech therapists, school social workers, teaching assistants, long term substitutes, but excluding district administrative personnel, full-time building administrators, and per-diem substitute teachers.

ARTICLE III - DEFINITIONS

- A. Member shall mean “instructional personnel” as defined in Article II - Recognition.
- B. Board of Education or Board shall mean the Board of Education of Williamson Central School District of the Town of Williamson, Wayne County, New York.
- C. Superintendent shall mean the Chief Executive Officer of the District.
- D. Association shall mean the Williamson Faculty Association.

- E. Day as used in this agreement shall be a day in which school is legally in session.
- F. Long Term Substitutes
1. This is a per-diem substitute who serves for a period in excess of twenty (20) continuous days in the same assignment. Long term substitutes shall be paid the per-diem substitute rate for the first twenty (20) days. Beginning on the 21st consecutive day, long term substitutes shall be paid the daily rate (based on 1/200) of a regular teacher with no prior experience and shall accrue sick leave at the rate of one day for each twenty days of service after the first twenty (20) days. Credit beyond the starting salary will be considered at the discretion of the Superintendent.
 2. If the original leave to be filled is known to be longer than 20 days at the beginning of the period, the long term substitute will receive 1/200th of the rate of a regular teacher with no prior experience and shall accrue sick leave at the rate of one day for each twenty days of service beginning on the first day of service. Credit beyond the starting salary will be considered at the discretion of the Superintendent.
 3. Any staff member who is appointed to serve for a semester or longer becomes a WFA member and is entitled to all the rights, benefits and privileges of this Agreement. Any staff member who was initially appointed to serve for longer than 20 days but less than a semester, may become a WFA member and entitled to all the rights, benefits and privileges of this Agreement if they continue beyond one semester – additional benefits would begin upon the date they reach one semester (not retroactive).
- G. Full-time unit member (FOR BENEFIT PURPOSES ONLY): A unit member that works 0.6 FTE or greater shall be considered full-time and entitled to the full contractual benefits.
- H. Part-time unit member (FOR BENEFIT PURPOSES ONLY): A unit member that works less than 0.6 FTE shall be considered part-time. Part-time employees shall receive a percentage of all benefits, including retirement, in this Agreement and this percentage shall be consistent with the relative responsibilities of this part-time position to a full-time position. In the event any of these benefits are an expense to the District and the part-time unit member elects to participate in that benefit(s), they will assume their percentage cost of the benefit(s).

ARTICLE IV - PRINCIPLES

- A. Right To Join Or Not To Join. It is further recognized that staff members have the right to join, or not to join, the Association, but membership shall not be a prerequisite for employment or continuation of employment of any employee.
- B. Williamson Faculty Association dues shall be deducted from the wages of each employee who has voluntarily signed a membership form (paper or electronic) authorizing such deductions in an amount equivalent to the dues levied by the Association and transmit the sum so deducted to the Association, in accordance with the Laws of the State of New York.

- C. Rights of Minorities and Individuals. The legal rights inherent in the State School Code and in the rulings and regulations of the Commissioner of Education affecting certified personnel are in no way abridged by this agreement.
- D. Work Stoppage Contrary To Law. The District and the Association recognize that all forms of work stoppage by the instructional personnel are contrary to law and public policy. Throughout all negotiations they will make every effort to reach agreement at the local level where the pertinent and ongoing details of the District can be more clearly and thoroughly understood. It is the intent of these procedures to provide for the settlement of differences at the earliest possible stage of the procedures in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged.

ARTICLE V - AREA FOR DISCUSSION AND AGREEMENT

This recognition constitutes an agreement between the District and the Association to negotiate and reach mutual understandings regarding matters relating to interpretations of the contract, the handling of grievances and terms and conditions of employment.

The District and the Association recognize that the Board of Education is the legally constituted body responsible for the establishment of policies covering all aspects of the Williamson Central Public School System. The District and the Association recognize that the formulation of policy should be a cooperative process utilizing the resources of the professional personnel. The District and the Association recognize that the District must operate in accordance with all statutory provisions of the State, and such other rules and regulations as are promulgated by the Commissioner of Education in accordance with such statutes. The Board cannot reduce, negotiate or delegate away its legal responsibilities.

Proposed policy changes affecting the terms and conditions of employment of unit members shall be transmitted to the Association President in advance of the School Board meeting at which they will be discussed, and the Association will recommend and/or comment on such proposed policy changes. This paragraph is not intended to diminish the legal rights of the bargaining unit.

ARTICLE VI - PROCEDURES FOR CONDUCTING NEGOTIATIONS

Designated representative(s) of the Superintendent will meet with the representatives designated by the Association for the purpose of discussing and reaching a mutually satisfactory agreement. The parties shall make available to each other, upon reasonable request, all information pertinent to the issue(s) under consideration.

ARTICLE VII - SAVINGS CLAUSE

If any provision of this agreement or any application of the agreement to any employee included in the instructional personnel unit heretofore described shall be found contrary to law, then such provision or

application shall not be deemed valid except to the extent permitted by law, but all other provisions or application shall continue in full force and effect.

ARTICLE VIII - DURATION, IMPLEMENTATION, AND AMENDMENT

- A. The provisions of this agreement pertaining to salary and other working conditions have been negotiated between the parties hereto in accordance with the negotiating procedures set forth herein and shall be effective as of July 1, 2026 and shall remain in full force and effect until June 30, 2029.
- B. Amendments are subject to the mutual consent of both parties.

ARTICLE IX - GRIEVANCE PROCEDURE

- A. A grievance is a claim by the association on behalf of a unit member(s) that there has been a violation, misinterpretation, or inequitable application of any provision of this agreement.
- B. The aggrieved will first take the matter up informally or verbally with his/her Building Principal. The aggrieved may be accompanied by a representative of his or her choice. The grievant, in advance of discussions with Building Principal, shall state that such discussion is to be considered an informal grievance discussion. Such informal contact must be made within twenty (20) school days of the event or occurrence giving rise to the claimed grievance. In the event the informal discussion fails to resolve the grievance, the grievant shall reduce the grievance to writing on the District form within ten (10) school days after the informal discussion takes place. The written grievance shall then be presented to the Building Principal. Within ten (10) school days of receipt of the written grievance, the Building Principal will, if requested, meet with the aggrieved and/or his/her representative to discuss the grievance further. The Principal will render his/her decision on the grievance form, in writing, within ten (10) school days of receipt of the written grievance or within five (5) school days after the requested conference, whichever is later. If the grievance is not resolved or if no response is given within the times indicated, the grievant may appeal the grievance to the Superintendent's level.
- C. If the grievance is not resolved within five (5) school days, it shall be submitted by the grievant to the Superintendent within the next five (5) school day period. Information as to the nature of the grievance and its resolution shall be available to the Association.
- D. If the grievance is not resolved within (5) school days, it shall be submitted by the Association to the Board within the next five (5) school day period for resolution at its next regular meeting.
- E. If the grievance is not resolved by the Board at its next regular meeting or within ten (10) school days thereafter, it may be submitted to binding arbitration by the Association.

- F. The arbitrator may be selected by mutual agreement of the parties. Failing mutual agreement, a request shall be made to the American Arbitration Association in accordance with its rules and procedures.
- G. The cost of arbitration will be borne equally by both parties.

ARTICLE X - PROFESSIONAL CONCERN

- A. School Budget Review
Designated representatives of both the Board and the Association should meet within a reasonable period prior to the Annual School District Meeting to review the budget.
- B. Notice of Openings in the District
Notices of professional openings in the District, with the exception of the Office of Chief School Administrator, will be made known to all personnel, to the extent feasible and practicable, so as to provide present personnel with the opportunity to make timely application for such unfilled positions. When school is in session, ten (10) school days' notice of the unfilled position will be given to all personnel. The days will start on the school day following the posting of the position. During summer recess, all notices of vacancy will be sent to all unit members via District e-mail.
- C. School Calendar
Each January the Association will present to the Board of Education its recommendations concerning the following year's calendar, for the consideration by the Board.
- D. School Year
The work year for returning unit members shall be defined as a maximum of 187 work days that shall commence no sooner than the Tuesday immediately preceding Labor Day and end no later than June 30.

The Friday preceding the Labor Day weekend will not be scheduled as a workday. One half day will be allocated for teacher directed classroom preparation on a day prior to the start of school with students.
- E. Superintendent's Conference Days
There shall be a maximum of six (6) non-teaching days during the school year for use in curriculum development or treatment of other topics of professional concern. These days shall be determined by the Board of Education in planning the school year. Each such day shall commence at the same time as the normal school day and shall extend to the time of closing of the normal school day. All members of the professional instructional staff are required to attend as in the case of any other school day. The agenda for such days will be planned by the administration.
- F. Annual Professional Performance Review
The process for teacher evaluation and annual reviews are addressed in the district's Annual Professional Performance Review (APPR) document which has been negotiated with the Williamson Faculty Association.

ARTICLE XI - EMPLOYEE BENEFITS

A. Insurance

EMPLOYEES that had a start date of on or before June 20, 2022

BASE PLAN – The District will pay 80% (employee pays 20%) of the premium of the Healthy Blue \$30/\$50 co-pay premium with a \$5/\$35/\$70 drug rider offered by the Finger Lakes Area School Health Plan.

The District will also offer the following plans to all members:

- Healthy Blue \$15 co-pay with the \$5/\$25/\$50 drug rider.
- Healthy Blue \$25 co-pay with the \$5/\$25/\$50 drug rider.
- Healthy Blue \$40 co-pay with the \$5/\$35/\$70 drug rider.
- Blue Point 2/\$5 co-pay plan with a \$10/\$25/\$40 drug rider. **Available only to those currently on the plan.**
- Blue Point 2/\$20 co-pay plan with a \$10/\$25/\$40 drug rider. **Available only to those currently on the plan.**

The District's contribution to these plans will be 80% of the Base Plan.

High Deductible Plan

Also available to all employees will be the following high deductible plan:

- Healthy Blue \$1,800/\$3,600 High Deductible Health Plan (HDHP) – \$5/\$35/\$70 Rx
The combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Base Plan contribution. If so, the difference in total cost shall be applied to the premium which will be paid by the unit member. The District will make an annual contribution of 100% of the deductible to the employee's Health Savings Account (HSA) with 50% of the total deposited the first business day of January, and the remaining 50% deposited the first business day of July. Employees that select the plan for the first time during open enrollment will receive the full 50% deposit at that time.
- Healthy Blue \$5,500/\$11,000 High Deductible Health Plan (HDHP) \$5/\$35/\$70 Rx. This plan's premium will be covered 100% by the employee.

EMPLOYEES that have a start date on or after July 1, 2022

BASE PLAN- Signature High Deductible Health Plan (\$1,800/\$3,600) – \$5/\$35/\$70 Rx

The District will make an annual contribution of \$1,700/\$3,500 to the employee's Health Savings Account (HSA), with 50% of the total deposited the first business day of January, and the remaining 50% deposited the first business day of July. Employees that are newly hired on or before September 30 or select the plan for the first time during open enrollment will receive the full 50% deposit at that time. Employees that are newly hired after September 30 will receive a pro-rated 50% deposit at that time. The District will fund 98% of the premiums for this plan.

If a new hire experiences a life-threatening medical emergency that poses an immediate risk to a unit member's life or long-term health, the unit member may be eligible to receive 100% of the pro-rated deductible immediately. After conversation with the unit, the District will make the final determination, which will not be precedent setting nor be subject to the grievance procedure.

Employees that have a start date on or after July 1, 2022 will also have access to the following plans:

- Healthy Blue \$15 co-pay with the \$5/\$25/\$50 drug rider.
- Healthy Blue \$25 co-pay with the \$5/\$25/\$50 drug rider.
- Healthy Blue \$30 co-pay with the \$5/\$35/\$70 drug rider
- Healthy Blue \$40 co-pay with the \$5/\$35/\$70 drug rider.

The value of the District's contribution to these plans will be equivalent to the District's premium contribution to the base plan. The base plan will be subject to any changes in deductible values as established by the FLASHP Board of Directors pursuant to IRS regulations for minimum deductibles.

Retirees

Instructional Personnel after twenty (20) years of service in the Williamson School District, who retire at or after age 55 will be allowed to participate in the plans above up until age 65 (or until covered by Medicare). The District will pay 75% of the Base Plan premium cost for a single or family plan. For those that had a start date on or before June 30, 2022, the Base Plan is Healthy Blue \$30/\$50 co-pay premium with a \$5/\$35/\$70 drug rider. For those that had a start date of on or after July 1, 2022, the Base Plan is Signature High Deductible Health Plan (\$1,800/\$3,600) – \$5/\$35/\$70 Rx. The difference in the premium will be paid by the retiree based on the insurance plan selected.

A retiree who selects the HDHP must be in the plan a minimum of one school year prior to retirement to receive HSA contributions from the District. HSA contributions will continue until age 65 or until covered by Medicare, whichever is sooner.

For those retirees that had a start date on or before June 30, 2022 that are enrolled in the HDHP, the combined total of the District's HDHP premium contribution and the HSA amounts shall not exceed the District's Base Plan (Healthy Blue \$30/\$50) contribution. For those retirees that had a start date of on or after July 1, 2022 and chose not to enroll in the HDHP, the total of the District's contribution shall not exceed the District's HDHP premium. If so, the difference in total cost shall be applied to the premium which will be paid by the retiree. For all retirees on the HDHP, the District will make an annual contribution of 100% of the deductible to the retiree's Health Savings Account (HSA) by September 1st of each year.

Retired unit members enrolled in the Signature High Deductible Plan shall receive the District's annual contribution to their HSA in the following manner: 50% of the total contribution deposited the first business day of January, and the remaining 50% deposited the first business day of July.

In the event of the retiree's death before age 65, a surviving spouse may continue coverage on the same basis as the retiree until the time that the deceased retiree would have reached age 65 or Medicare eligibility, but in no case beyond the surviving spouse's 65 birthday or Medicare eligibility. If a retiree was enrolled in the HDHP at the time of death, the District will cease contributions into the retiree's HSA at the time of death. Retirees or surviving spouses, after termination of retirement benefit, may remain in the plan with the retiree or surviving spouse paying one hundred percent (100%) of the cost of the premium.

If a retiree wishes to continue dental insurance from the District's plan, he/she shall pay 100% of the premium.

For those hired on or after July 1, 2026, they shall only be allowed to participate in single coverage on an applicable plan in retirement. This coverage shall cease once the retiree reaches age 65 or until covered by Medicare, whichever is sooner.

2. For employees not on the Signature High Deductible Plan the District will contribute to a Health Reimbursement Account (HRA) in the following amounts:

	<u>Single</u>	<u>Other</u>
All Years	\$ 450	\$ 550

This benefit is pro-rated based on the date of hire and resignation. These funds will be deposited into each member's account on September 1st of each school year. This benefit is not applicable to those unit members enrolled in the HDHP.

Effective for all members hired on or after 7/01/18, the District will only make this deposit for unit members that are receiving the health insurance benefit from the District.

3. Life Insurance

Term Life Insurance with a face value of fifteen thousand Dollars (\$15,000) will be provided for each employee represented by the Association. The carrier for such insurance will be selected by the District.

4. Dental

The District will provide dental coverage for association members with the District contributing 50% of the premium cost and the employee paying the remaining 50% of the premium cost. The carrier and program content for such insurance will be determined by the District. This benefit is pro-rated based on the date of hire and resignation.

5. Health Insurance Buy-Out

- A. Beginning on July 1, 2026, the District agrees that each full-time unit member (as defined by Article III(G)) who elects not be covered by the District's health care plan and waives such coverage will be paid the following based on the number of opt-outs:

Number of Opt Outs	Stipend
0-29	\$0
30+	\$1500

- B. Unit members who elect not to participate in any of the District's health insurance plans, must demonstrate that they are already receiving health care insurance coverage. All buy-outs must be elected or renewed each year and must be accompanied by proof of alternative health care coverage. The election and proof of alternative health care coverage must be provided in writing to the District office by October 1. Whether or not the necessary number of opt-outs occurs in order to receive the stipend will be determined on a yearly basis by the District.
- C. Any new unit member hired within the contract year after July 1st, and chooses the in lieu of coverage option, shall receive a stipend payment on a pro-rated basis based on their start date.
- D. The unit member will receive his/her buyout in his/her last paycheck in June each year. If an individual needs to resume coverage prior to the conclusion of the twelve-month declination period, he/she will not receive the buyout. This will be considered a change of status based upon applicable health insurance protocol.
- E. The purpose of this health insurance buyout is to benefit both the District and those bargaining unit members not selecting health insurance. In the event that this health insurance buyout is not money-saving to the District, it will immediately cease until such savings are realized by the District once again.

B. Sick Leave Bank

A Sick Leave Bank will be established according to the following terms, conditions and procedures:

1. The Bank shall be funded for the duration of the CBA from employees' unused sick or personal days from the previous year. Days remaining from the previous year will be rolled over.
2. The Bank will include any unused days from the previous year and the days donated in September from new staff, but will not exceed 250 days. The maximum number may be exceeded only when new members, by joining, cause the sick leave bank to exceed 250 days, not to exceed 275.
3. Eligibility for the Bank will commence in the fall of the first year of employment. New employees must join the Bank by September 30th or 30 days after the date of hire if after the first day of school.
4. Forms for new members will be made available to the Association President by the opening of school for distribution.
5. One additional assessment per school year will be allowed if the days in the bank fall below 60.
6. When the days in the bank fall below 60, an additional day will be automatically reassessed from each member of the sick leave bank.
7. Notice will be sent to members to inform them that the assessment was taken.
8. The accounting and administration of the Bank is the responsibility of the District.
9. The District will inform the WFA in writing by September 1st of each year as to the status of the Bank.

10. Upon retirement a retiree can choose to donate up to 10 sick days to the sick bank.

Teachers may use the Sick Leave Bank upon the following terms, conditions and procedures:

1. The employee must have contributed at least one day to the Bank.
2. The employee must have exhausted his/her regular paid sick leave.
3. The employee must have been sick as defined for sick leave purposes for ten consecutive school days prior to the commencement of Sick Leave Bank benefits.
4. There must be days in the Sick Leave Bank available for use.
5. The employee, or his representative, must request in writing to the superintendent to draw days from the Bank and provide verification of a medical condition by the physician for the applicant.
6. No employee may use more than 100 consecutive days from the Bank.
If this number is reached the employee will be ineligible to draw from the Bank for one year from the date when the maximum was reached.
7. There shall be a 150 day life time limitation of usage from the Bank for an individual.
8. In the event that it is necessary for an employee (who has been on leave using the Sick Bank and has returned to work) to again take leave within 20 days of return, he/she may revert to the Sick Leave Bank immediately without any waiting period.

C. Tax Sheltered Annuity

The District will enter into a written agreement with any member, upon request, to reduce the annual salary as otherwise payable by law to said member, for the purpose of purchasing an annuity for the said member. Any such agreement may be terminated at any time upon written notice by the bargaining unit member.

D. Waiver Of Tuition

Members of the Association employed within the District but who live outside of the District, may enroll their children in the District tuition free.

Specifically for UPK, if upon the completion of the District lottery for District residents there are still open spaces in the UPK program, unit members may bring their UPK child to the District UPK program tuition free. If the number of open spaces after the District lottery is smaller than the number of members of the Association who live outside the District wishing to enroll their children in the UPK program then a lottery will be held with those Association Members to determine how open spots are filled.

E. Dues Deduction

The District agrees to such deductions from the salary of its employees for dues of the Williamson Faculty Association, Wayne County Education Association, and New York State United Teachers, provided that no later than September 22nd, the Association submits to the Business Office a list of members for whom dues shall be deducted along with currently dated authorization cards. Concurrently, the Association shall certify the amount of dues to be deducted for each of the organizations involved.

Deductions will commence with the first pay check in October and shall continue in equal installments coinciding with the remaining pay periods in the fiscal year. All money deducted

will be deposited at the Reliant Credit Union, in the Williamson Faculty Association Savings Account. A report of the amount deposited will be sent to the Williamson Faculty Association Treasurer at each pay period.

F. NYSUT Benefit Trust and VOTE-COPE

The District, through the Business Office, will set up payroll deductions for interested members who are insured through the Benefit Trust or who wish to contribute to VOTE-COPE. The District will be provided a list of participants no later than September 22nd of each year, with payroll deductions to begin with the first check in October.

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

G. Flexible Spending Account (FSA)

The District will establish a Flexible Spending Account (FSA) Plan. Each member may elect to contribute a portion of his/her salary to the FSA. Administrative costs will be paid by the District.

H. Accumulated Sick Leave Benefit Upon Retirement

Employees intending to retire at the end of the current school year must submit an irrevocable letter of retirement to the District no later than March 1st (dated effective June 30th of that year) and meet the conditions of Option 1 or 2 below, to be eligible.

If employees are planning to retire before the end of the school year, they must deliver to the District a final letter of retirement at least 90 calendar days prior to the effective retirement date and meet the condition of Option 1 or 2 below, to be eligible.

Option 1: Teachers

The District will offer any teacher a one-time retirement benefit in the amount of \$75 per unused, accumulated sick day not to exceed 200, with a maximum lump sum of \$15,000. The amount of this benefit will be placed in a 403(b) non-discriminatory account for the employee. The following conditions must be met:

1. Eligibility begins when the employee is at least 55, has at least 20 years of full-time service as a member of the WFA in the District prior to the retirement date and is eligible to retire with benefits from the Teacher Retirement System (TRS).
2. Eligibility ends three years after the employee becomes fully eligible to retire from the Teachers Retirement System (TRS) without early penalty and has at least 20 years of service.

OR

Option 2: Teachers

The District will offer any eligible member a one-time retirement benefit in the amount of \$75 per unused, accumulated sick day, not to exceed 105, with a maximum lump sum of \$7,875.00. The amount of this benefit will be placed in a 403(b) non-discriminatory account for the employee. The following conditions must be met:

1. Employee must be least 55.
2. Employee must have at least 12 years of full-time service as a member of the WFA in the District prior to the retirement date.
3. Employee must be eligible for retirement benefits under the Teachers Retirement System (TRS).

Teaching Assistants

The District will offer any eligible Teaching Assistant a one-time retirement benefit in the amount of \$45 per unused, accumulated sick day not to exceed 200 with a maximum lump sum amount \$9,000.00. The amount of this benefit will be placed in a 403(b) non-discriminatory account for the employee. In order to be eligible for this benefit, the employee must have 12 years of full-time service as a member of the WFA in the District as a Teacher Assistant prior to the retirement date and the teaching assistant must be eligible for retirement benefits under the Teachers Retirement System (TRS).

ARTICLE XII - LEAVES OF ABSENCE

A. Sabbatical Leave

1. Eligibility - All applicants for Sabbatical Leave must be certified teachers with at least five (5) years of teaching experience with the Williamson Central School. Applicants shall sign an agreement to return to the District for a period of one (1) year, except for uncontrollable circumstances. Such agreement shall contain a provision providing for reimbursement to the District on a pro-rata basis for the teacher's salary payments made by the District during the Sabbatical Leave should the teacher elect not to return for the one year period.
2. Procedures - Application for Sabbatical Leave must be submitted to the Board of Education between October 1st and January 1st of the school YEAR IMMEDIATELY PRECEDING THE YEAR DURING WHICH THE SABBATICAL LEAVE IS proposed to be taken. Board action will be taken after the deadline. Applicants must file with the Superintendent and the Board of Education a statement of the definite purposes for which the Sabbatical Leave is desired. They may be as follows:
 - a. Formal graduate study. If a leave is granted for graduate study for a full year, at least 24 credit hours of work must be taken; if for a half year, at least 12 credit hours must be taken. Consideration will be given for internship in meeting the above credit hours.
 - b. Independent research approved by the Superintendent and the Board of Education.
 - c. Writing a doctoral thesis.
 - d. Educational travel approved by the Superintendent and/or the Board of Education.
 - e. No more than one (1) Sabbatical Leave shall be granted in one year.
3. Criteria for granting leave: First consideration will be given to those Sabbatical Leave plans which involve the greatest self-improvement and greatest benefit to the school system. A second consideration will be the seniority of the staff members applying for

the leave. Selection shall be made in accordance with the recommendations of the Superintendent and shall be at the discretion of the Board of Education.

4. Persons granted a Sabbatical Leave will be required to report, at the end of the leave, to the Superintendent and the Board of Education, including in their report a detailed statement of the nature of their experiences gained through the Sabbatical Leave, and the applicability of those experiences to the individuals at Williamson Central School. When leave is granted for graduate work, an official transcript pertaining to the work taken will be required.
5. An individual on Sabbatical Leave will be paid one-half ($\frac{1}{2}$) of the salary he/she would be earning if they were in regular service.

B. Judicial Leave

Instructional personnel may be permitted, by consideration on an individual basis by the Administration and/or the Board, the following leaves of absence without loss of pay:

1. Court Appearances
 - a. Upon the teacher informing the Superintendent that a subpoena has been served on said teacher, time necessary for appearance at any legal proceedings either connected with the teacher's employment or with the School District or not related to the teacher's employment when required by law to appear.
 - b. The person called for jury duty will receive the regular rate of pay from the District for the days of required jury duty.
 - c. When such employee is required to serve on a jury or appear in a court, they will report back to the school the same day whenever they are released from court responsibilities prior to the half day in each building.
 - d. Members of the Bargaining Unit who are required to appear as witnesses and petitioners for officially called hearings and investigations pertaining to negotiations, grievance processing, and/or any official business arising under the Taylor Law.

C. Professional Leave

1. Conferences and Conventions

Any member wishing to attend a conference, convention or meeting, including, for example, subject matter seminars, methods seminars, or professional association meetings, must submit a request to their Building Principal fifteen (15) days prior to the start of such conference, convention or meeting. Attendance at all such conferences, conventions or meetings must be approved by the Superintendent after recommendations of the Building Principal. No member will be required to arrange for their own substitute. All staff members who have attended outside learning at district expense should be prepared to utilize that learning to increase capacity within the district. If this is formalized as a professional development session per mutual agreement, WFA members would be compensated per (Article XIII, Section D) for planning and presenting.

2. Visitation Days

Members will, after timely application to and approval by the Building Principal and the Superintendent, be granted leave for visitation purposes one day per year. A second day

may be granted at the discretion of the Superintendent. Written reports of the visitation accomplished shall be submitted by the member to his or her Building Principal. No more than three percent (3%) of the faculty shall be granted visitation leave for any one day, without approval of the District. Substitutes for members granted visitation days will be furnished by the District.

3. IEP Writing

Any Special Education Teacher whose duties require the writing of I.E.P.'s shall be given time to complete these documents. The number of days approved will depend on the teacher's caseload. A teacher with a caseload of greater than ten (10) students will be allowed two (2) days and a teacher with a caseload of ten (10) or less students will be allowed one (1) day.

4. WFA Business

A total of eighteen (18) days per year shall be granted to the Association for the conducting of Association business and for conferences/meetings related to Association business, but no individual may take more than six (6) Association business days per year. Notice will be given five (5) days prior to the event, whenever possible, and the District will provide substitutes.

D. Personal Days, Family Illness and Bereavement Days

1. Personal Days

The District will grant to each member up to three (3) days of personal leave per year in addition to accumulated sick days without financial loss. These days will be granted when requested upon receipt of a written statement that such leave will be used for personal business that cannot be conducted outside of the school day, that applications for any personal leave day to be taken on a day immediately preceding or immediately following any three day weekend, holiday or school vacation, be on a form containing a detailed statement of the reason for such request, which may be approved at the discretion of the Building Principal, with final approval by the Superintendent. No more than five percent (5%) of the members shall be granted simultaneous personal leave days. Unused personal leave days will be added to accumulated sick leave at the end of each school year, except as provided by the terms of the Sick Leave Bank provisions.

Personal days are credited immediately, but must be earned throughout the year. If a unit member uses all or a portion of their personal leave and leaves employment before the days are earned, they will owe the District for those unearned days, which will be deducted in their last paycheck at their daily rate/day.

2. Family Illness

Each member of the instructional staff may use up to ten (10) days of family illness leave per year chargeable to the member's sick leave allowance. Whenever an individual exceeds the 10 days of Family Illness Leave, the individual may request and the Superintendent may allow, in the Superintendent's sole discretion, additional days of family illness leave be deducted from the individual's accumulated sick leave total.

For the purpose of this provision, the term “immediate family” is defined as including the unit member’s parents, spouse, significant other, children, siblings. Additional requests may be allowed under this clause at the discretion of the District and/or its representatives.

3. Bereavement Days

Each member shall be granted leave for the death of an immediate family member for up to three 3 consecutive days per incident. Such leave is nontransferable and non-accumulative. For the purpose of this provision, the term “immediate family” is defined as including the unit member’s parents, grandparents, spouse, significant other, children, siblings or the parent of a spouse, brother-in-law or sister-in-law of unit member. Attendance at funerals of more distant relatives or close associates may be allowed under this clause at the discretion of the District and/or its representatives. At the discretion of the Superintendent additional days may be granted.

E. Sick Leave

In cases other than sudden or emergency illnesses or disabilities, the member is expected to give his or her best estimate of the onset and expected length of necessary sick leave as early as such estimate can be practicably made. The sole purpose of such notice shall be to enable the administration to have ample time to arrange for a substitute. In no case shall the member’s estimate be binding upon them for the actual commencement or duration of necessary sick leave.

1. Each member shall be allotted a total of fifteen (15) days of sick leave per year accumulative to two hundred 225 days.
2. Regularly employed certified, part time personnel shall receive sick leave proportional to the time employed within the District.
3. Records of member attendance and accumulated sick leave shall be kept by the school office and a copy of each individual’s record shall be given to him/her at the opening of school.

Sick days are credited immediately, but must be earned throughout the year. If a unit member uses all or a portion of their personal leave and leaves employment before the days are earned, they will owe the District for those unearned days, which will be deducted in their last paycheck at their daily rate/day. If a unit member is retiring during the school year, their credited days for that specific year shall be pro-rated for purposes of accumulated sick leave benefit.

F. Maternity Leave for a Period of Disability

Maternity leave is a paid leave for a period of disability that refers to the period before, after, and during pregnancy confinement in which the unit member is disabled due to the pregnancy. While on paid medical leave accumulated sick days will be assessed on scheduled school days only.

*Question and Answer Booklet is available from District Office and/or Association President.

G. Child Rearing Leave

Each member shall be permitted an unpaid Child Rearing Leave up to a maximum of one (1) year upon the birth or adoption of a child. A maximum of one (1) additional year may be

granted at the sole discretion of the Board of Education. Such leave must commence upon adoption or birth or, in the case of a member taking pregnancy disability leave, immediately following such disability leave. Members will give the District advance notice as soon as practicable of their best estimate of the inception of such leave. Requests for Child Rearing Leave shall be submitted in writing to the Superintendent for action by the Board of Education. At the time of the request for Child Rearing Leave, the member shall include a written statement of the intended date of return. The return date shall ordinarily be at the beginning of a semester, quarter or academic trimester (Elementary School staff). Any variation from the intended date of return must be transmitted in writing to the Superintendent for approval at least sixty (60) days in advance of the original date of return. If the child rearing leave will extend into the following school year, the employee must notify the district by April 1st of the current year.

*Question and Answer Booklet is available from District Office and/or Association President.

H. Other Leave

Non-Paid Leaves of Absence: The Board of Education may, at its discretion, upon individual application grant leaves of absence for other than maternity and adoption leave purposes. For leaves of less than five (5) months duration, the District will continue its contributions to the existing medical and hospital insurance plan, during such authorized leaves of absence. Upon returning to regular service, the member will be paid the contract salary increase due the year of return.

I. Family Leave Benefit

Unit members may receive up to five (5) consecutive weekdays paid for by the District to be used within 30 calendar days of either (1) the day of the delivery of their child or (2) the placement in their home of a child for adoption or of a foster child. This leave is only applicable for days school is in session. If a child is born over the summer, this leave would not be applicable, unless the 30 calendar days would coincide with the beginning of the school year.

ARTICLE XIII - EMPLOYEE COMPENSATION

A. Traveling Expense

Mileage Compensation for approved use of personal cars in the conduct of school business will be based on the amount the Board of Education approves at the annual reorganizational meeting. Payment will be made upon presentation of a trip log and claim form. Payment of claims will be on a monthly basis. Claims must be presented by the first Wednesday of each month.

B. Traveling Teachers

Traveling teachers will be paid a stipend per semester, which will be inclusive of mileage, set-up and travel time. The stipend will be \$850 per semester. Employees not traveling on a daily basis will be paid on a pro-rated basis per the following:

- Travel every other day – 50% of stated amount shown
- Travel one, two, three or four days per week – 20%, 40%, 60%, 80% respectively, of stated amount
- Traveling teachers are expected to attend open houses in both of the buildings they teach in

Since these stipends receive Board approval, payment will be made automatically at the end of each semester. Only 10 month employees administratively assigned are eligible.

C. Summer Employment

The regular summer work day shall be seven (7) working hours. In lieu of the hourly rate, the individual may opt for in-service credit to be added to the base salary, as long as it meets the criteria stated in Article XIII(E)(3).

- a. Social Workers may be required to work at their direct supervisor's discretion between the end of the school year and the beginning of the next school year. If required to work during this time, social workers shall be required to work 7 hours/day at a rate of 1/200 of their salary for hours worked during these days. The District retains the discretion to determine when and how much additional work is required based on the needs of the District. Social Workers must track their time via timesheet and submit them to the District.
- b. Speech Therapists may be required to work at their direct supervisor's discretion between the end of the school year and the beginning of the next school year. If required to work during this time, speech therapists shall be required to work 7 hours/day at a rate of 1/200 of their salary for hours worked during these days. The District retains the discretion to determine when and how much additional work is required based on the needs of the District. Speech Therapists must track their time via timesheet and submit them to the District.
- c. All summer work shall be paid separately from their chosen pay periods.

D. Approved Ancillary Pay

WFA members who are participating in pre-approved school-based curriculum, professional development, or committee work outside of the contractual school day/year will be compensated at the rate of \$40 an hour. WFA members preparing and presenting professional learning sessions will also be compensated at this rate for pre-approved planning and presentation time. Additionally, approved ancillary pay shall include professional learning opportunities offered on Saturdays and during break periods (i.e., First Aide/CPR training offered on Saturdays).

E. Additional Credit Hours After Initial Hiring

1. Masters Degree

Teachers who attain a Masters Degree after their initial hiring, and who submit transcripts verifying the same, will be compensated at the rate of one thousand five hundred dollars (\$1,500). This shall be permanently added to the teacher's base salary. In order to be compensated during a given school year, the verifying transcript must be received by the 1st Friday of the first week of school that year. *If the candidate for the Masters Degree has added credit to their base salary prior to finishing their Masters, the amount credited will be deducted from the \$1,500 stipend.*

<i>Course hours previously reimbursed</i>	<i>Amount credited at completion</i>
3	\$1350
6	\$1200
9	\$1050
12	\$900
15	\$750
18	\$600
21	\$450
24	\$300
27	\$150
30	\$0

In addition, staff working towards a Masters Degree will be reimbursed for one course per school year at the current State University rate. In order to receive tuition reimbursement, written application shall be made to the Superintendent by the employee and the Superintendent's written approval must be received prior to enrollment in the course or program. To be reimbursed for tuition, the employee shall submit to the District Business Office, upon satisfactory completion of the course, official receipts for tuition expenditure and a transcript from the Registrar's Office.

The district will only give credit for one Masters Degree in a teacher's career unless written permission has been granted prior to starting classes.

2. Credit beyond the Masters Degree

Full tuition reimbursement (at current State University rate) will be compensated to the Master + 60 level. In order to receive payment or tuition reimbursement, written application shall be made to the Superintendent by the employee and the Superintendent's written approval must be received prior to enrollment in the course or program. To be reimbursed for tuition, the employee shall submit to the District Business Office, upon satisfactory completion of the course or program, official receipts for tuition expenditure and the official transcript from the Registrar's Office. Staff will be reimbursed for one course per year at the state tuition rate. Additional course reimbursement will be considered by the Superintendent in state-wide shortage areas or district need areas.

The other option for reimbursement is to have the credit added to the base salary at the rate of \$45 per credit hour up the limit of Master's + 60.

3. In-service Credit

In-service credit must be pre-approved by the District Office. Approved in-service credit will be added to a WFA Member's base salary at the rate of \$45 for 15 hours of in-service.

1. In-service credit for offsite workshops or courses must be pre-approved
2. In-service opportunities offered by the district will be clearly identified and do not need prior approval
3. Teacher proposed in-district in-service workshop proposals must be submitted to the Director of Curriculum, Instruction and Assessment for pre-approval.

F. Grant Funded Leadership Positions Pay

Title	2026-2029
Building Level Content Area Specialists (1 per building for ELA, math, science, and social studies)	\$1,357
K-12 Content Area Specialists for Visual Arts, Music, PE/Health, Library/Media Content Area Specialist, PPS Content Area Specialist, and World Languages	\$1,357
Special Education Coordinators	\$1,357
Building Level Personalized Learning Coaches	\$2,550

Should the District lose the grants and/or are no longer able to fund these positions, the District may assign duties previously associated to these positions to individuals outside of the bargaining unit.

Non-Grant Funded Leadership Positions Pay

Building Level Technology Specialist	\$1,530
Grade Chair UPK-8 (10 max)	\$739
Building Planning Team	\$373
Level 1 PET	\$286
Level 2 SPET	\$286

The Association and the District will meet on a yearly basis, if practical, to discuss other yearly governance/coordinator positions.

G. Teacher Compensation

Effective July 1, 2026 through June 30, 2029

		<u>Bachelor's</u>	<u>Master's</u>
STARTING SALARY	2026-2027	\$46,500	\$48,000
	2027-2028	\$47,500	\$49,000
	2028-2029	\$48,500	\$50,000
Returning Teachers' Raises	2026-2027	Add back longevity, plus 3.5%	
Returning Teachers' Raises	2027-2028	3.75%	
Returning Teachers' Raises	2028-2029	3.75%	

Longevity

After the completion of the following continuous years of service, or non-continuous years solely due to layoff, to the Williamson School District the applicable unit member will have the following amounts added to their base salary:

10 years: \$250

15 years: \$500

20 years: \$750

Each year the calculation will occur on July 1, and include up to September 30 of the upcoming year, and will take into account completion of continuous years of service, or non-continuous years solely due to layoff. For service on or after July 1, 2026, only continuous service, or non-continuous service if solely due to layoff, in the WFA will be considered. Consider the following examples:

1. If a unit member was hired on September 2, 2016, they would complete 10 years of continuous service on September 2, 2026. The District would calculate this on July 1, 2026 to include the 10 year longevity amount in their 2026-2027 base salary.
2. If a unit member was hired on October 2, 2016, they would complete 10 years of continuous service on October 2, 2026. The District would calculate this on July 1, 2027 to include the 10 year longevity amount in their 2027-2028 base salary.

All teachers will have "back longevity" computed on July 1, 2026. For example a teacher finishing year 12 would have \$250 in "back longevity". A teacher finishing year 19 would have \$750 in "back longevity". A teacher finishing year 27 would have \$1500 in "back longevity." This will be a one-time adjustment for the 2026-2027 school year only.

National Certification

For instructional members who attain an advanced certification from the National Board for Professional Teaching Standards, the district will add a fifteen hundred dollar (\$1,500) stipend to the teacher's salary in the year they achieve this certification. The \$1,500 stipend will remain in effect as long as the teacher's National Certification remains valid.

School Psychologists/School Counselors

Length of year - 11 months – School Psychologists and School Counselors may be required to work up to 20 additional days, at their direct supervisor's discretion, between the end of the school year and the beginning of the next school year. Any days beyond 20 must be approved by the Superintendent. They shall be paid at a rate of 1/200 of their salary for hours worked during these days. The District retains the discretion determine when and how much additional work is required based on the needs of the District. School Psychologists and School Counselors must track their time via timesheet and submit them to the District. All summer work shall be paid separately from their chosen pay periods.

Additional pay for certification - Because both certification areas require 60 hours of credit to become permanently licensed, Psychologists and Counselors will receive a stipend (\$1,000) beyond the Masters Degree. Psychologists will receive the stipend upon being hired in the District with the 60 hours completed. School Counselors will receive the stipend when the 60 hour program is completed. (Note: If hours have been credited, the person will receive the difference between \$1,000 and the credited hours. If reimbursement is chosen, the person will not receive any stipend at completion).

Teaching an Additional Duty

Teachers who agree to do an additional duty beyond what is contractually required, will be paid a stipend of \$8,000 for the year or \$4,000 per semester. Additional duties that are not a semester long will be paid \$45 per day.

Proctoring Duty

Upon approval by the District, teachers may be paid for proctoring duties that occur during their planning period and/or outside of the contractual workday. Proctoring duties shall be defined as proctoring an exam, exam set up, and exam grading. If approved, the teacher shall submit a timesheet and shall be paid at a rate of \$25 per class period covered during the contractual workday or \$25/hour outside of the contractual workday.

Upon approval by the District, teaching assistants may be paid for proctoring duties that occur during their planning period and/or outside of the contractual workday. Proctoring duties shall be defined as proctoring an exam, exam set up, and exam grading. If approved, the teaching assistant shall submit a timesheet and shall be paid at a rate of \$20 per class period covered during the contractual workday or \$20/hour outside of the contractual workday.

Assignment and decisions for assigning unit members to perform proctoring duties will be made at the discretion of the District.

Bus Driving Duty

On an as needed basis and only upon approval of the District, properly trained unit members that drive a school bus during their planning period(s) in the contractual workday shall be paid a rate of \$25 per planning period spent driving. If approved, the unit member shall submit a timesheet and be paid for each planning period spent driving.

On an as needed basis and only upon approval by the District, properly trained unit members that drive a school bus outside of their contractual workday shall be paid at the substitute hourly bus driver rate for time spent driving. If approved, the unit member shall submit a timesheet indicating hours spent driving outside of the contractual workday. The Parties understand that the substitute hourly bus driver rate can change at any time at the discretion of the District.

Assignment and decisions for assigning unit members to drive a school bus will be made at the discretion of the District.

Teaching Assistants

Effective July 1, 2026 - June 30, 2029

STARTING SALARY	2026-2027	\$23,805
	2027-2028	\$24,520
	2028-2029	\$25,250

Returning Teaching Assistants' Raises	2026-2027	Add back longevity, plus 4.25%
Returning Teaching Assistants' Raises	2027-2028	3.75%
Returning Teaching Assistants' Raises	2028-2029	3.75%

*When teaching assistants reach Level III status, an additional thousand dollars (\$1,000) will be added to their base salary. This will apply to teaching assistants who were certified prior to February 2004 as well as those certified after this point.

Longevity

After the completion of the following continuous years of service, or non-continuous years solely due to layoff, to the Williamson School District the applicable unit member will have the following amounts added to their base salary:

10 years: \$125
15 years: \$250
20 years: \$375

Each year the calculation will occur on July 1, and include up to September 30 of the upcoming year, and will take into account completion of continuous years of service, or non-continuous years solely due to layoff. For service on or after July 1, 2026, only continuous service, or non-continuous service if solely due to layoff, in the WFA will be considered. Consider the following examples:

1. If a unit member was hired on September 2, 2016, they would complete 10 years of continuous service on September 2, 2026. The District would calculate this on July 1, 2026 to include the 10 year longevity amount in their 2026-2027 base salary.
2. If a unit member was hired on October 2, 2016, they would complete 10 years of continuous service on October 2, 2026. The District would calculate this on July 1, 2027 to include the 10 year longevity amount in their 2027-2028 base salary.

All teaching assistants will have “back longevity” computed on July 1, 2026. For example a teaching assistant finishing year 12 would have \$125 in “back longevity”. A teaching assistant finishing year 19 would have \$375 in “back longevity”. A teaching assistant finishing year 27 would have \$750 in “back longevity.” This will be a one-time adjustment for the 2026-2027 school year only.

Substitute Teaching Duty

When the District is unable to secure substitute teachers to cover all absences, the building principal may, but is not required to, solicit volunteers from among regular teachers and teaching assistants to assume instructional responsibilities as a substitute on a per class period basis. If a teacher is used as a substitute, the teacher will be compensated at the rate of \$25 per class period covered in the MS/HS and \$30 per class period covered in the Elementary School, in addition to their regular salary. If a teaching assistant is used as a substitute, the teaching assistant will be compensated at the rate of \$20 per class period covered in the MS/HS and \$24 per class period covered in the Elementary School, in addition to his or her regular salary. If a teaching assistant covers a class during their lunch or planning they will be compensated at the rate of \$25 in the MS/HS and \$30 in the Elementary School.

The applicable rate shall also be paid for substituting for instructional responsibilities and/or supervisory responsibilities.

If a teaching assistant is utilized as a substitute for a singular teacher for a full school day, they shall no longer be paid their regular salary plus a per class rate, but shall instead be paid their regular salary plus an additional stipend of \$100. This stipend shall be equal for all school buildings (Elementary, Middle School, High School).

Duty-Free periods

Each Teacher Assistant will be entitled to a duty free lunch and one planning period. The planning period should be scheduled, if at all possible, in conjunction with their cooperating teacher.

Teaching Hours

Teacher Assistants shall work the same number of hours/day as teachers.

Extra Curricular Compensation

See Appendix A

Coaching Compensation

See Appendix B

ARTICLE XIV- TERMS & CONDITIONS OF EMPLOYMENT

A. Pay Dates

All members of the “instructional unit” will be paid on a bi-weekly basis. If any pay day falls on a date when school is not in session, the checks will be distributed on the last day of school prior to the vacation period, when and to the extent that this can be legally accomplished.

Each unit member shall choose one of the following two pay schedules: Twenty-one (21) equal pay periods through the school year or twenty-six (26) equal pay periods, with the additional pay periods paid as a lump sum on the last pay day of the school year.

B. Credit For Teaching Experience

Salary credit for prior teaching experience may be granted to any teacher accepting a position in the Williamson school system.

C. Credit For Military Service

The District will grant salary credit up to four (4) years for active military service in the armed forces of the United States performed by members of the faculty, regardless of when such military service occurred, except that such credit will be rounded off to the nearest year, and that such credit shall not be retroactive.

D. Policy and Administrative Manual

Up-to-date copies of the District Policy and Administrative Manuals shall be available for review on the District website. Employees are encouraged to become familiar with the contents of Board Policy Manual. Specific Board policies which the District expects employees to know and enforce will be made a part of the teacher handbook. In the event the policy is extensive in nature, its number and title will be referenced in the teacher handbook.

E. Work Day

The work day for all unit members shall consist of seven (7) hours and thirty (30) minutes inclusive of a duty free lunch.

F. Duty Free Lunch Time

There shall be a minimum of one-half hour of duty free lunch time for each unit member each day.

G. Employee Assignment

Any proposed change in the assignment of an employee relative to subject area, level, building or number of classes, will be discussed with that employee by the administrator. The employee's suggestions and ideas, relative to the change, will be considered in the administrator's final determination. The employee's qualifications and seniority at the present grade level or assignment will also be considered.

H. Class Size/Mainstreaming

The District recognizes the need to maintain appropriate class size in regard to teacher/pupil ratio and will make every attempt to keep class sections at a reasonable size so that effective instruction can be insured. Class sizes may vary depending on a variety of factors (grade level, grouping practices, scheduling factors). Student support needs should be considered when determining class size. Before a mainstreamed placement is finalized, a meeting with the receiving teacher will be held.

I. Employee Protection

- (1) An employee will immediately report, in writing, all cases of assault and/or battery suffered by them in connection with their employment to their Principal.
- (2) The District will reimburse employees for reasonable cost of any clothing, dentures, eyeglasses, hearing aids, or other similar items which are damaged or destroyed as a result of an assault and/or battery suffered by an employee while acting in the discharge of their duties within the scope of their employment.

J. Non-Tenured Teachers

If a probationary teacher who is denied tenure requests the reason for such denial, the reasons shall be provided orally by the Superintendent, unless requested in writing by the teacher.

K. Teacher Planning and Preparation

Whenever a teacher is absent, a clearly marked book containing short-range plans, a daily schedule and any other material that may be of value to a substitute teacher shall be made available to the Building Principal, so that the instruction of the students may reasonably continue.

L. Teacher Dismissal

No tenured teacher shall be dismissed or disciplined without just cause.

M. Just Cause

No unit member enjoying the benefits of tenure shall be disciplined or dismissed except for just cause and by the process provided for in this article. No charges under this article shall be brought more than three years after the occurrence of the incompetence or misconduct, except when the charge is of misconduct constituting a crime when committed.

1. If the District desires to discipline a tenured unit member by the imposition of a written reprimand, a suspension without pay of twenty (20) days or less, or a fine of not more than five hundred dollars (\$500), the following procedure will apply:
 - a. The Superintendent shall give the unit member written notice of the discipline desired and of the charge or charges constituting just cause for the discipline. The

Superintendent may also, but shall not be required to, specify the remedial action which the unit member will be required or recommended to take toward correcting the behavior which resulted in the charge(s) being brought against the unit member.

- b. Within ten (10) days of service upon the unit member of the written notice as provided in (1) above, the unit member shall have the right, but shall not be required, to meet with the Superintendent to discuss the disposition of the charge(s). The unit member shall have the right to representation at such a meeting. Within fourteen (14) days of service of written notice upon the unit member, he/she shall have the right to elect one (1) of the following options for disposition of the charge(s).
 - (1) The unit member may consent in writing to the imposition of the proposed discipline or a mutually agreeable alternative, including any remedial action. The notice of charge(s) and of the final disposition, with the unit member's consent endorsed upon or attached to it, will be placed in the unit member's personnel file and the discipline will be imposed. In such case the unit member's consent shall be deemed a waiver of the unit member's rights under section 3020-a of the Education Law.
 - (2) The unit member may elect in writing to have the charge(s) disposed of by the procedures specified in section 3020-a of the Education Law. If the unit member so elects, the Superintendent shall forthwith commence such a proceeding.
 - (3) The failure by the unit member to make a timely election of either option (a) or (b) above shall constitute a waiver of the unit member's rights under section 3020-a of the Education Law. In such case a copy of the notice of charge(s) will be placed in the unit member's personnel file, and the proposed discipline will be imposed. Such action shall not be subject to the grievance process provided by this Agreement.
2. If the District desires to dismiss or discipline a tenured unit member by the imposition of a suspension without pay of greater than twenty (20) days or a fine of more than five hundred dollars (\$500), and the charge(s) concern pedagogical incompetence or issues involving pedagogical judgment, the following procedure will apply:
- a. The Superintendent shall give the unit member written notice of the desired discipline and of the charge(s) constituting just cause for discipline. The Superintendent may also, but shall not be required to, specify the remedial action which the unit member will be required or recommended to take toward the correcting the behavior which resulted in the charge(s) being brought against the unit member.
 - b. Within ten (10) days of service of the written notice upon the unit member as prescribed in 1 above, the unit member shall have the right, but shall not be required, to meet with the Superintendent to discuss the disposition of the charge(s). The unit member shall have the right to representation in such a meeting. Within fourteen (14) days of service of written notice upon the unit member, he/she shall have the right to elect either one of the following options for disposition of the charge(s):

- (1) The unit member may consent in writing to the imposition of the proposed discipline or mutually agreeable alternative, in which case a copy of the notice of charge(s) and of the final disposition, with the unit member's consent endorsed upon or attached to it, will be placed in the unit member's personnel file, and the discipline will be imposed. In such case the unit member's consent shall be deemed a waiver of the unit member's rights under section 3020-a of the Education Law.
 - (2) The unit member may elect to enter into an improvement period, which shall automatically stay any further proceedings on the charge(s). In such case the unit member's election shall be deemed a waiver of the unit member's rights under section 3020-a of the Education Law and an agreement that the charges will be disposed of by arbitration as hereafter provided. The Superintendent will immediately schedule a meeting with the immediate supervisor, the unit member, and a representative of the unit member's choice, for the purpose of commencing a process for improving the unit member's performance. The improvement period shall commence with this meeting and shall not be less than 60 school days nor more than 120 school days. The unit member shall be required to design and execute a professional improvement plan intended to substantially remediate the pedagogical inadequacies specified in the charge(s) within the period allotted. The improvement period shall be supervised by the unit member's immediate supervisor.
The improvement period may include a period of mandatory or voluntary suspension from regular duties for the purposes of planning, training, workshops, observation of and consultation with other professionals, or other activities intended to prepare the unit member to return to the performance of regular duties.
 - (3) The unit member may elect in writing to have the charge(s) disposed of by the procedures specified in section 3020-a of the Education Law. If the unit member so elects, the Superintendent shall forthwith commence such a proceeding.
- c. At any time after the 61st school day but no later than the 120th school day of an improvement period, as defined in 2(c) above, the Superintendent shall give the unit member a final written notice stating whether the Superintendent is satisfied with the unit member's remedial efforts and withdraws the charge(s) or that the Superintendent intends to proceed with the charge(s). If the Superintendent is satisfied with the resolution of the charge(s), a copy of this written notice signed by the Superintendent shall be attached to the original notice of charge(s) in the unit member's personnel folder. If the Superintendent intends to proceed with the charge(s), the unit member shall have ten (10) school days from receipt of this notice from the Superintendent to demand arbitration of the charge(s). The arbitration shall be conducted in accordance with the rules of the American Arbitration Association. The costs of arbitration shall be borne equally by both parties and the arbitrator's decision shall be final and binding.

3. Any charge(s) against a tenure unit member which are not provided for by 1 or 2 above shall be disposed of according to the procedures of section 3020-a of the Education Law.

N. Reduction In Force

In the event there is a reduction in the number of employees by the District, the following procedures and requirements will apply:

1. The Williamson Faculty Association will be notified of the number of employees to be laid off.
2. The reduction in work force will be accomplished through attrition to the extent possible.
3. In the event it is impossible to effectuate any or all of the reduction in force by attrition, then the least senior employee in the relevant tenure area as defined by the most recent statutes, rules and regulations of the Commissioner of Education, will be laid off.
4. Employees so laid off will be placed on a preferred eligibility list for a period of not less than seven (7) years.
5. To the extent possible, the District will make an effort to place the laid off employee in another position.
6. In the event an employee is laid off during the school year, and until such time as the employee achieves other full time employment in the field of training, the District will continue medical/dental premium payments for the balance of the school year.

O. Personnel Files

Each member may inspect the contents of their own personnel file and make copies of any documents therein, provided that letters of recommendation for the employee and college placement folders, which will be kept in a separate envelope, will not be subject to review by the employee. The employee shall be entitled to have a representative accompany them during such a review. No material critical of the employee's conduct, service, character or personality shall be placed in the personnel file unless the employee has had an opportunity to review such material, and to acknowledge receipt by affixing their signature to the file copy, with the express understanding that such signature in no way indicates agreement with the contents thereof, and may submit a written response to such material. Their response shall be reviewed by the Superintendent or Building Principal and attached to the file copy. A copy of any material removed from the file will be given to the employee.

The District will attempt to accommodate the requests of employees to review their files as soon as practicable. It is expected that employees will provide reasonable notice to the office for review of the personnel file during the open office hours and while the appropriate office personnel are on duty. Upon first review of the file, the employee will initial and date the items in the file. This initialing indicates merely that the item has been seen and does not indicate agreement with the contents. Any new material placed in the file subsequent to the first initialing will be initialed and dated when the employee reviews the file again.

ARTICLE XV - MUTUALITY OF OBLIGATION

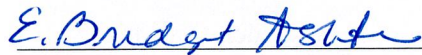
- A. It is understood and agreed that the District and the Association will make every good faith effort to carry out the spirit as well as the letter of this agreement, subject to the law. Both parties

further agree to take no action that will demean the process or be contrary to the laws of the State of New York pertaining to strikes or work stoppages by public employees for the duration of this agreement. The parties further agree that negotiations will not be re-opened on any item whether contained herein or not during the life of this agreement.

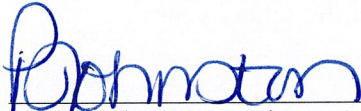
- B. The District hereby amends its rules and regulations to the extent necessary to give effect to the provisions of this agreement. District rules and regulations not altered by this agreement are considered to be ongoing policy and shall remain in effect unless altered specifically by this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the 27th
day of May 2026.

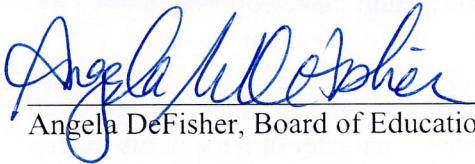
WILLIAMSON CENTRAL SCHOOL



E. Bridget Ashton, Superintendent



Penny Johnston, Business Administrator

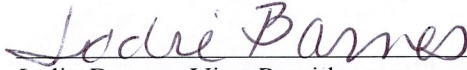


Angela DeFisher, Board of Education

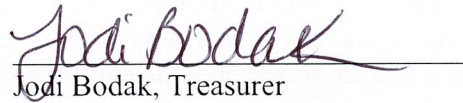
WILLIAMSON FACULTY ASSOCIATION



Alan Baker, Co-President



Jodie Barnes, Vice-President



Jodi Bodak, Treasurer

Approved by the Williamson Faculty Association on May 8, 2026

Approved by the Williamson Board of Education on May 27, 2026

APPENDIX A – Extra Curricular Compensation

Club Stipends

A	B	C	D
\$663	\$1,326	\$2,550	\$3,060
MS International Club	ES Odyssey Of the Mind (3 max)	MS Yearbook	Senior Class Advisor
MS Art Club	MS Odyssey of the Mind (3 max)	9-12 Yearbook	
MS Running Club	HS Odyssey of the Mind (3 max)	MS Ski Club	
MS Masterminds	MS Volunteer Club	HS Ski Club	
World Language Club	HS Volunteer Club	MS Student Association	
HS Art Club	MS Travel Club	MS Leadership Committee	
Disc Golf	HS Travel Club	HS Mentor Network	
Aquarium Club	MS Cooking Club	HS Student Council	
E-Sports Club	MS Jazz Band	Freshman Class Advisor	
Weightlifting Club	Drumline	Sophomore Class Advisor	
Drama Club	National Honor Society	Junior Class Advisor	
	Model UN		
	HS Masterminds		
	Business Club		
	Tri M Music Honor Society		
	Technology Club		
	Broadcasting Club		

Musical Stipends

Musical Stipends HS		Musical Stipends ES/MS	
Director	\$3060	Director	\$3060
Asst. Director	\$1326	Asst. Director	\$1326
Choreographer	\$1013	Choreographer	\$663
Set Design/Construction	\$663	Set Design/Construction	\$663
Musical Accompanist	\$1013	Musical Accompanist	\$663
Pit Director	\$663	Stage Manager	\$663

Categories for the above clubs are based upon time requirements, necessity of fundraising or money collection/distribution, travel outside of the school day, and overseeing additional adults.

Per event/issue/hourly stipends

Concert Accompanist	\$150 per Choir Ensemble (inclusive of concert rehearsals)
ES/MS Back Stage Supervisor	\$25, (per show)
MS Intramural Coordinator	up to 60 sessions per year at \$22.50 per session
Sports Program Editor	\$75, (3 seasons, per issue)
Music Festivals	\$300 (per festival)
HS Intramural Coordinator	up to 60 sessions per year at \$22.50 per session
Chaperone Pay for dances/other club events	\$25 per hour

All stipends shall be split equally if two or more unit members are assigned to the position.

New Clubs

New Clubs may be established upon written request of a staff member and Building Principal to the Superintendent. The rationale and recommended rate of compensation will be mutually agreed upon between the District and the Association. The Board of Education will have final approval.

The District shall pay for Adult and Child First Aid, CPR, and AED certification to the American Red Cross for the applicable advisors, as determined by the District. For the District to remit payment to the American Red Cross, the applicable advisor must complete the course and submit proof of completion to the District. The District shall only remit payment to the American Red Cross for the cost of one full course – it shall not reimburse the employee for additional costs associated with earning the certification (i.e., time, books, travel, etc...).

APPENDIX B – Coaching Compensation

2026-2029

Long Season Sports (Basketball, Indoor Track, Wrestling & Varsity Cheerleading)

In certain circumstances, such as for combined boys and girls athletic programming, teams may be designated for inclusion of a paid varsity assistant coach. Determination for inclusion of a paid varsity assistant coach is established at the discretion of the District.

YEARS	1-3	4-6	7-10	11-15	16-20	20+
Varsity	\$4,889	\$5,743	\$6,622	\$6,782	\$6,942	\$7,102
JV/PAID Varsity Assistant Coach	\$3,823	\$4,783	\$5,503	\$5,663	\$5,823	\$5,983
Program Assistant*	\$3,823	\$4,783	\$5,503	\$5,663	\$5,823	\$5,983
All Middle School	\$2,223	\$2,757	\$3,290	\$3,450	\$3,610	\$3,770

Short Season Sports (all other sports)

In certain circumstances, such as for combined boys and girls athletic programming, teams may be designated for inclusion of a paid varsity assistant coach. Determination for inclusion of a paid varsity assistant coach is established at the discretion of the District.

YEARS	1-3	4-6	7-10	11-15	16-20	20+
Varsity	\$3,610	\$4,463	\$5,183	\$5,343	\$5,503	\$5,663
JV/Paid Varsity Assistant Coach	\$2,863	\$3,556	\$4,170	\$4,330	\$4,490	\$4,650
Program Assistant*	\$2,863	\$3,556	\$4,170	\$4,330	\$4,490	\$4,650
All Middle School	\$2,223	\$2,757	\$3,290	\$3,450	\$3,610	\$3,770

*“Program Assistants” will only be filled for sports determined as necessary by the District on an annual basis.

For any season that extends beyond sectionals, the coach of that sport will be paid an additional stipend of \$150/week (Monday – Sunday).

Coaches who are actively covered by WFA CBA get an additional \$250 added as a stipend per team coached.

Coaching Experience

In the Williamson Central School District, a teacher will be given full credit for his or her years of coaching experience provided these years are in the same sport to which he or she is going to be

assigned. If a teacher has experience coaching a sport other than the one to which he or she is to be assigned, he or she shall receive a maximum of three (3) years of credit towards that sport to which he or she is intending to coach.

Credit for prior coaching experience outside the District may be granted (not to exceed years of coaching experience) and is negotiable at the time of hire.

Multiple Sport Incentive

Any person coaching two (2) sports in a given school year will receive additional incentive salary equaling 5% of their gross coaching salary. Any person coaching three (3) sports in a given school year will receive an incentive salary equaling 8% of their gross coaching salary.

Head Supervisor

When an administrator is not present at an event requiring paid teacher supervision as currently practiced in the District, one of the teachers supervising the event will be asked to volunteer as Head Supervisor.

Supervisor Pay

Head Supervisor	\$121
Single Game Supervision	\$74
Combined JV/Varsity	\$105
Fully Automatic Timing	\$200
Scorers, timers - per game	\$42
Announcer Pay	\$42
Downkeeper	\$42

Supervisors shall be allowed to supervise two games simultaneously. If supervising two games simultaneously, the stipend shall be \$100.

The District shall pay for Adult and Child First Aid, CPR, and AED certification to the American Red Cross for the applicable coaches, as determined by the District. For the District to remit payment to the American Red Cross, the applicable coach must complete the course and submit proof of completion to the District. The District shall only remit payment to the American Red Cross for the cost of one full course – it shall not reimburse the employee for additional costs associated with earning the certification (i.e., time, books, travel, etc....)

