
AGREEMENT

Between

THE BOARD OF EDUCATION

of the

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

and the

HASTINGS TEACHERS ASSOCIATION

JULY 1, 2025 - JUNE 30, 2028

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

WITNESSETH:

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

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

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

1. HOURS OF EMPLOYMENT

A. School Day

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

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

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

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

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

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

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

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

2. SCHOOL YEAR

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

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

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

- B. Teachers in grades K-12 shall be allotted two half days during the school year for conferences with parents. Such half days may be combined with staff development activities on the other half of the day. Such half days, if so organized, will be in lieu of the early dismissal days stipulated in Section A of this article.

3. TEACHER WORKLOAD

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

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

If continuous teaching time exceeds 180 minutes for K-5 teachers, teachers can, upon request, have a fifteen (15) minute break during that 180 minute period. For 6-12 instruction, every reasonable effort will be made to keep maximum continuous teaching time to four (4) 41-minute periods (or two 82-minute blocks).

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

Collective Bargaining Agreement and receive all rights and protections thereunder.

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

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

4. CLASS SIZE AND TOTAL LOAD

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

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

Every reasonable effort shall be made by the Administration to keep the maximum total weekly load for academic teachers of grades 9 - 12 to 650, where this figure represents the product of the number of students the teacher meets weekly in class and the number of regularly scheduled class periods per week the teacher is assigned. The basis for such a numerically designated load shall be a 41-minute class period. Should the schedule be reorganized to produce changes in period length and frequency, the numerically designated load shall be adjusted proportionately. To the extent that scheduling of the 7th and 8th grade classes is comparable to the scheduling of the 9th through 12th grade classes, the Administration will make every effort to schedule the work of the 7th and 8th grade teachers so that their work load is comparable to that of similar teachers in grades 9 through 12.

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

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

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

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

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

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

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

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

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

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

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

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

5. NEW TEACHERS – PREPARATIONS AND MENTORING

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

6. PREPARATION TIME AND PROFESSIONAL RESPONSIBILITIES

High School

In the High School, classes are organized into 82-minute instructional periods meeting every other day. Each day has four 82-minute blocks with a 41-minute period in the middle of the day. In the items below, the 82-minute instructional period is referred to as a block.

It is understood:

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

5. Specials will not teach more than three blocks on any day of the schedule.
6. Every effort will be made to ensure that teachers on any day other than those with three instructional blocks will have a maximum of one 41-minute duty.
7. Academic Intervention Services will be treated as regular instruction and will be delivered during the regular instructional day.

Middle School

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

A minimum of forty-one (41) minutes per day of continuous time during the regular instructional day is to be used as preparation time. Additionally, a minimum of forty-one (41) minutes per day of continuous time during the regular instructional day is to be used for professional responsibilities.

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

Hillside

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

Definitions

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

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

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

7. TEACHER PERSONNEL FILE

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

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

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

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

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

- B. The panel shall be composed of three members; one to be selected by the Hastings Teachers Association, one by the Superintendent or designee, and a third to be by the other two. If those two fail to agree, a request shall be made to the AAA appointment of the third member from the expedited panel. Whenever possible, such review shall be completed within fifteen (15) working days from the time of the first meeting of the panel. All findings of the panel shall be placed in the teachers personnel file with the opportunity provided for rebuttal as in the case of the Superintendent's recommendation. The panel's recommendation to the Superintendent and the Board shall be advisory in nature. In any event, the decision of the Board shall be final.
- C. The district, after consultation with the teachers, will adopt a teacher evaluation policy (see Appendix 1) which will provide the following minimum:
 - 1. Immediately upon assuming duties in the school district and before any formal observations are conducted, first year probationary teachers shall meet with Administrators to be oriented as to the nature of their professional duties and the major features of the evaluation process. The Superintendent shall make at least one observation of probationary teachers during the first or second year.
 - 2. Each probationary teacher shall be observed by a member of the Administrative staff at the level of Assistant Principal or above, at least three (3) times each year, and at least one of these observations shall be for substantially a full class period (normal 41 minutes).
 - 3. If the Superintendent decides not to recommend tenure for a probationary teacher, and prior to the end of the probationary period of the teachers service, no indication has been given to him or her that his services are less than satisfactory, the Superintendent, or in his absence, the Acting Superintendent, before submitting his list of tenure recommendations to the Board that year, shall personally observe such teacher at work in the classroom for at least substantially one full class period.
 - 4. A probationary teacher denied tenure shall be given the reasons therefore by the Superintendent (teacher will be offered the ability to have an Association representative at said meeting). Such teacher, upon request, shall be permitted to appear before the Board with an Association representative for the purpose of obtaining a Board review of the issue. This review will be in a closed session of the Board. The teacher will receive an answer from the Board within two weeks of the above-mentioned review.
 - 5. If a probationary teacher is not to be recommended for tenure by the Superintendent, such teacher must be notified thereof by March 1. Each person who is not to be recommended for appointment on tenure shall be so notified by the Superintendent of Schools in accordance with existing statutes.

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

11. SALARY PAYMENTS

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

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

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

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

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

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

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

13. BENEFIT FUND

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

2025-2026	\$425,000
2026-2027	\$440,000
2027-2028	\$445,000

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

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

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

SICK LEAVE

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

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

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

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

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

B. Teachers hired on or after July 1, 2010

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

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

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

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

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

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

3. Sick Leave Bank

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

Definitions

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

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

Composition and Responsibilities of Committee

The committee shall:

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

Contributions

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

Withdrawals

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

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

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

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

Benefit Coverage

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

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

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

Termination

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

C. Part-Time Employees

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

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

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

by the Board.

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

D. Compensation Cases

Absence due to injury or illness incurred in the course of the teacher's employment as defined in the Worker's Compensation Law shall be charged against the teacher's sick leave days at the rate of one (1) day for each of the first two days of absence and at the rate of ½ day for each day's absence after the first two days, provided the teacher shall pay to the Board the benefits received under the New York Workers Compensation Act for loss of salary during such absences. This applies from the first day's formal indication of the fact that the absence is defined in accordance with the Workers Compensation Law.

15. PERSONAL REASONS

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

16. ADDITIONAL COMPENSATION

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

The extra pay schedule for the 2025-2026, 2026-2027 and 2027-2028 school years is set forth in Schedule B which is attached to and is part of this Agreement.

17. PERSONAL PROPERTY INSURANCE

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

18. HEALTH INSURANCE

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

2025-2028 16.5% of the Premium

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

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

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

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

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

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

19. **SABBATICAL LEAVES**

Sabbatical leave shall consist of several types:

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

Eligibility:

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

Procedure and application:

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

Compensation:

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

20. SUMMER SABBATICALS

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

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

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

21. LEAVES OF ABSENCE WITH PAY

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

22. LEAVES OF ABSENCE WITHOUT PAY

- A. Military leave. Military leave is available in accordance with prevailing statute.
- B. Peace Corps, Vista, National Teacher Corps. Subject to Board approval, any teacher who is on tenure may be granted a leave of absence without pay for two (2) years to work as a teacher with the Peace Corps, Vista, or National Teacher Corps. Upon his or her return, his or her salary shall be the same as he or she would have received had the period of service been spent in the district.
- C. Parental leave - a leave of absence, without pay, shall be granted to a parent/teacher for parental leave under the following conditions:
 - 1. Because of the extreme importance of continuity of instructional personnel and in order to provide the opportunity to plan for covering assignments, a teacher must notify the building principal that he/she may be requesting a leave at least 90 days before the commencement of the leave unless extenuating circumstances are determined by the Superintendent to exist.
 - 2.
 - a. This leave is not to exceed three (3) consecutive academic years. For this purpose, the academic year during which the leave begins, regardless of the exact date thereof, shall be counted as one (1) full year. The teacher shall inform the Superintendent in writing of the intent to continue the leave as originally granted, by March 1 of each year. Notice of intent to return to employment the September following the end of the leave shall be given not later than the preceding March 1.
 - b. The length of parental leave for non-tenured teachers will be two (2) years.
 - c. Teachers may only take one (1) parental leave for each of their children during their employment with the District. Such leave can be taken at any time, subject to the notice requirements set forth in this Section, provided the child is under 18 years old during such leave.
 - 3. Where a teacher has originally requested a leave of less than three (3) years, an extension from year to year, not to exceed a total of three (3) years, will be granted, if the Superintendent is notified, in writing, not later than March 1.
 - 4. The teacher may return to work, prior to the expiration of the leave as originally granted or extended, only by mutual agreement with the Superintendent.
 - 5. A teacher on leave may substitute in the district during the period of leave.
 - 6. Teachers returning from such leave shall retain all sick leave accumulated prior to the beginning of the leave and for salary purposes shall go to the next step without being credited for time spent on such leave.

7. A teacher adopting a child shall be entitled to a leave of three (3) years commencing with the custody of said child. The teacher shall notify the building principal at the time application to adopt a child has been made.

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

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

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

G. Leave of Absence for other educational position

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

23. CURRICULUM ADVISORY, STAFF DEVELOPMENT AND SCHEDULING COMMITTEES

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

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

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

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

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

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

C. Scheduling Committee – A committee shall be established made up of ten (10) members of the Association, the Assistant Superintendent of Curriculum and Instruction, the Director of Counseling, an administrator from the Farragut Middle School, an administrator from Hastings High School, and an administrator from the Special Education Department, for the purpose of making a nonbinding recommendation regarding the replacement of the existing provisions in Article 6 regarding teacher schedules in the Middle School and the High School. One (1) Association committee member and one (1) administrator committee member shall serve as Chairpersons of the committee, as chosen by the Association and the District, respectively. Said recommendation shall be submitted to the Superintendent of Schools and the Association President by January 1, 2026.

24. SERVICE PAY

Any member of the Association who:

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

25. PROFESSIONAL VACANCIES

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

26. ASSOCIATION RIGHTS

- A. The Association shall be allowed to hold five of its regular business meetings during the school year on designated Wednesdays, such meetings to begin no earlier than 2:45 P.M.
- B. When it is necessary for the President or his designated representative to engage in Association activities and they cannot be performed other than during school time, the Superintendent may award such time as necessary. The President or his delegate will be released from duties for up to five (5) days to attend Association conventions. The Chief Negotiator shall be given up to two (2) free days to prepare for negotiations.
- C. The President of the Association shall not be assigned to extra duties beyond his regular instruction assignments.
- D. Space will be provided for an Association telephone. The space to be designated by the Superintendent.

27. SEVERANCE PAY

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

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

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

28. PROFESSIONAL STAFF SALARIES

- A. All professional staff covered by this Agreement are to be paid salaries in accordance with the salary schedules annexed hereto.
 - 1. For the 2025-2026 school year, effective July 1, 2025:
 - a. 2.25% increase shall be applied to all steps of salary schedules I and II.
 - b. Step 18 on salary schedules I and II shall be increased by \$1,500.00, after application of the aforementioned 2.25% increase.
 - c. Each Step of the Doctorate salary lane shall be increased by \$1,731.00.
 - 2. For the 2026-2027 school year, effective July 1, 2026:

- a. 2.25% increase shall be applied to all steps of salary schedules I and II.
 - b. Step 18 on salary schedules I and II shall be increased by \$1,500.00, after application of the aforementioned 2.25% increase.
3. For the 2027-2028 school year, effective July 1, 2027:
 - a. 2.25% increases shall be applied to all steps of salary schedules I and II.
 - b. Step 18 on salary schedules I and II shall be increased by \$1,500.00, after application of the aforementioned 2.25% increase.
- B. Schedule B shall be increased as follows:
 - 2025-2026 school year, effective July 1, 2025, a 2.25% increase
 - 2026-2027 school year, effective July 1, 2026, a 2.25% increase
 - 2027-2028 school year, effective July 1, 2027, a 2.25% increase

Further the addition of any new positions to Schedule B and modifications of up to 5 existing titles therein shall be reviewed by a committee chosen by the Superintendent and the President of the Association no later than June 30.
- C. Pay for summer institute, summer school and summer project work will be at the rate of 1/200th of MA 1 per day. (Hourly rate = Daily rate divided by 6 hours).
- D. In the event that the Board wishes to have a student instructed at home after the normal school day, the teacher shall be compensated at the rate of 1/200th of MA 1 per day of instruction (Hourly rate = Daily rate divided by 6 hours).
- E. Career Increments
 1. Career increments - Change notes to Teacher Salary Base accordingly:
 - Note 1 - In addition to the above, beginning on July 1, 2016 the following salary lanes will be eliminated: (BA30, BA40, BA50, BA60, MA20, MA40, MA50). The following lanes will be added to the salary guides: (MA 15, MA45, MA75).
 - Note 2 - As of July 1, 2016, there will be two salary schedules, denoted Schedule I and Schedule II. Schedule I represents a continuation of the July 1, 2015, lane structure. Schedule II represents a new lane structure. Current employees (on payroll as of June 10, 2015) may stay on Schedule I indefinitely. Employees who choose apply credits toward lane changes must do so according to Schedule II as of July 1, 2016.
 - Note 3 - Effective July 1, 2016, anyone who has moved to the new MA75 lane will have their claimed credits above MA60 reset to zero. Any new credits earned will not be pensionable unless they lead to another lane change, i.e. MA75 to Dr.
 - Note 4 - Effective July 1, 2016, any teacher who has reached the Dr. lane will have their claimed credits reset to zero. Any new credits earned will not be pensionable.
 - Note 5-8 - Career Increment for Notes 5-8 will be increased 2.25% for 2025-2026, 2.25% for 2026-2027 and 2.25% for 2027-2028 (reflected in the Salary Schedule).
 - Note 9 - Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016)

or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:

a. Salary payment for each such credit shall be paid for only seven years.

Note 10 - Professional increment - one time payment of \$300 to employees between steps 4-15 who have completed three years of service. The one-time payment of \$300 will apply only to those employed prior to September 2001.

Note 11- Any teacher who has earned National Board Certification, Nationally Certified School Psychologists (NCSP) or Certificate of Clinical Competence in Speech – Language Pathology (ASHA-CCC) will be placed on the MA 75 column.

F. Step Advancement

Teacher's qualify for step advancement by working more than $\frac{1}{4}$ of the academic year. For example, using the 2015-2016 school calendar of 186 teacher work days, $\frac{1}{4}$ equals 46.5 days. A teacher would have to work 47 non-consecutive days in order to receive a step advancement. Any teacher working less than 47 days would not be eligible for step advancement.

These increments are listed on the salary schedules and noted as Exhibit A-1, Exhibit A-2 and Exhibit A-3.

1. BA schedule (columns I through IIC):

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

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

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

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

G. The District shall reimburse bargaining unit members for the cost of the following fees: American Speech-Language-Hearing Association (ASHA)

annual certification fee; Annual ASHA Continuing Education Registry fee; and NYS Licensure in Speech Language Pathology Re-registration fee (every three years). The reimbursement of such fees shall only apply to fees paid while employed by the District on or after July 1, 2025. Reimbursement of fees shall be prorated as appropriate for partial years of employment.

29. GREIVANCE PROCEDURE

Section I - Declaration of Purpose

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

Section II - Definitions

- 2.1 A Grievance is a claim by an aggrieved party that there has been a violation, misinterpretation, or improper application of the provisions of this agreement.
- 2.2 The term Supervisor shall mean any department chairman, principal, assistant principal, immediate superior, or other administrative or supervisory officer responsible for the area in which an alleged grievance arises except for the chief executive officer.
- 2.3 The Chief School Officer is the Superintendent of Schools.
- 2.4 Association shall mean Hastings Teachers Association.
- 2.5 Aggrieved Party shall mean the Association and/or any person or group of persons in the negotiating unit filing a grievance.
- 2.6 Party in Interest shall mean any party named in a grievance who is not the aggrieved party.
- 2.7 Hearing Officer shall mean any individual or Board charged with the duty of rendering decisions at any stage on grievances hereunder.
- 2.8 "Teacher" shall mean the Association, an individual or a group of teachers who is alleging the violation or who is similarly affected by the grievance.
- 2.9 "Days" shall mean days on which teachers are required to be in school.

Section III - Procedures

- 3.1 Except at the informal stage, all grievances shall include the name and position of the aggrieved party, the provision of this agreement, etc., involved in the grievance and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- 3.2 Except for the informal decisions at Stage IA, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefore. Each decision shall be promptly transmitted to the teacher and the Association.
- 3.3 If a grievance affects a group of teachers or appears to the Association to be associated with system-wide policies, it may be submitted by the Association directly at Stage 2 described below.
- 3.4 The Board of Education and the Association agree to facilitate investigation which may be required and to make available any and all materials and relevant documents, communications and records concerning the alleged grievance.
- 3.5 At the Board stage an aggrieved party and any party in interest shall have the right to confront and cross-examine all witnesses called against him or her, to testify and to call witnesses on his or her own behalf and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
- 3.6 No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the Administration against the aggrieved party, any party in interest, any representative, any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
- 3.7 Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations and other necessary documents, will be developed by the Association. The Chief Executive Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure. (Printing costs will be shared.)
- 3.8 All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 3.9 Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having said matter informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.
- 3.10 The grievant may choose whomever he or she wishes to represent him or her at

Stages I, II and III of this procedure, except that such representative may not be a representative of a competing employee organization.

- 3.11 Any teacher to whom Stage I does not apply shall have immediate recourse to Stage II of the grievance procedure.

Section IV - Time Limits

- 4.1 Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
- 4.2 No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
- 4.3 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.
- 4.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his or her representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
- 4.5 In the event a grievance is filed on or after June 1, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro rata so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as possible.

Section V - Stages of Grievance

5.1 Stage 1: Supervisor

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

representative and the Association.

5.2 Stage 2: Chief Executive Officer

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

5.3 Stage 3: Board of Education

- a) If the teacher and/or the Association are not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board of Education within fifteen (15) school days after receiving the decision at Stage 2. The official grievance record maintained by the Chief Executive Officer may be available for the Board of Education.
- b) Within ten (10) school days after receipt of an appeal, the Board of Education or a committee thereof shall hold a hearing on the grievance. The hearing shall be conducted in executive session.
- c) Within ten (10) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the grievant and all parties in interest.

5.4 Stage 4: Arbitration

- a) If the Association is not satisfied with the decision of the case at Stage 3, or if no decision has been rendered within ten (10) school days, the Association may within ten (10) school days of the Board's decision or twenty (20) school days of its meeting with the Board, submit the grievance to arbitration by written notice to the Board. A demand for arbitration must be filed with the American Arbitration Association within twenty (20) school days of the Board's decision at Stage 3.
- b) After the demand for arbitration has been made, the parties agree to be bound by the Rules of the American Arbitration Association.
- c) The Expedited Labor Arbitration Rules of the American Arbitration Association will be used upon mutual agreement.
- d) The power of the arbitrator stems from this agreement and his or her

function is to pass upon alleged violations of this agreement and any disputes with respect to its meaning or application. He or she shall have no power to add to, subtract from or modify any of the terms of this agreement, nor shall he or she have any power or authority to make any decision that requires the commission of any act prohibited by law or that is violate of any of the terms of this Agreement. However, none of the above shall be interpreted so as to prohibit the arbitrator from determining an appropriate remedy if he or she finds a violation of the agreement.

- e) The decision of the arbitrator shall be submitted to the Board and the Association, and subject to law, shall be final and binding on all parties to the proceeding during the duration of this Agreement.
- f) The Board and the Association agree that they will be bound by arbitrators' decision previously rendered in all substantially similar situations.
- g) Should any costs arise for the services of an arbitrator, they shall be borne equally by the Board and the Association.

30. NOTIFICATION OF ASSIGNMENT

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

- 1. Subject(s) to be taught;
- 2. Grades of subjects to be taught;
- 3. Specialized duties or assignments including homeroom, or other educationally oriented tasks;
- 4. Any additional available and necessary information which the teacher might reasonably require in making plans for the assumption of the responsibilities of the assignment.

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

31. COMPOUND SESSIONS

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

32. SAVINGS CLAUSE

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

33. LUNCHTIME DUTIES

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

34. NO DISCRIMINATION

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

35. JOB SECURITY

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

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

36. STUDENT DISCIPLINE

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

37. DUES DEDUCTION AND AGENCY SHOP

A. Dues Deduction

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

1. The District agrees to remit to the HTA all monies deducted within a month after said deductions are made. The HTA agrees to indemnify the District and save it harmless from liability that may arise from deductions made pursuant to this provision. The HTA shall notify the District annually of

the amount to be deducted for each member.

2. Payroll deduction of HTA dues will begin on the second payroll date and continue for 10 consecutive pay periods. Any teacher beginning their assignment after the start of the school year (i.e. Leave Replacements, teacher returning from leave, or substitute teachers becoming bargaining unit members) shall have their HTA dues deducted beginning with their second pay period.

3. HTA member contributions for VOTE-COPE will be collected biannually – January and June – via payroll deduction, unless notified by an authorized statement signed by the HTA member. VOTE-COPE contributions will appear as a separate line item for payroll processing purposes.

B. Agency Shop

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

1. The Hastings Teachers Association affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York.

2. The Association agrees to indemnify the District and save it harmless from liability that may arise from refunds of agency shop fee deductions made pursuant to this provision.

3. The Association shall notify the District annually of the amount equivalent to the annual unified dues to be deducted for each non-member.

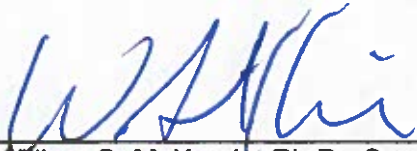
38. **DURATION**

This agreement shall become effective on July 1, 2025 and shall remain in effect through June 30, 2028. Thereafter, it shall continue in effect unless and until amended or superseded. Any amendments to the Agreement must be in writing and signed by both parties.

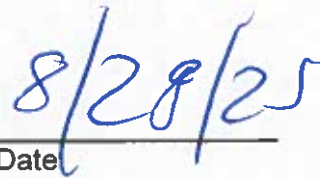
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

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

HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT



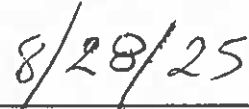
William S. McKersie, Ph.D., Superintendent
Hastings-on-Hudson U.F.S.D.



Date



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

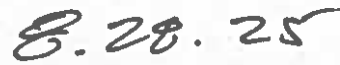


Date

HASTINGS TEACHERS ASSOCIATION



Nate Morgan, President



Date



Gregory Smith, Chief Negotiator



Date

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2025 - 2026

Step	I BA	IA BA + 10	IB BA + 20	II BA + 30	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	63,366	64,825	66,277	67,754	70,112	72,360	74,604	76,851	79,099	81,342	83,596	88,994
2	66,172	67,642	69,108	70,554	73,489	75,726	77,977	80,231	82,478	84,726	86,971	92,381
3	69,002	70,446	71,902	73,363	76,851	79,099	81,342	83,596	85,838	88,097	90,342	95,740
4	71,799	73,253	74,717	76,183	80,231	82,478	84,726	86,971	89,227	91,474	93,717	99,119
5	74,604	76,068	77,521	78,991	83,596	85,836	88,097	90,342	92,589	94,845	97,096	102,490
6	76,851	78,318	79,769	81,237	86,971	89,229	91,474	93,717	95,964	98,204	100,453	105,855
7	79,099	80,567	82,023	83,483	90,342	92,584	94,845	97,096	99,335	101,584	103,826	109,241
8	81,342	82,811	84,264	85,736	93,717	95,964	98,204	100,453	102,701	104,958	107,212	112,621
9	83,596	85,063	86,515	87,988	97,096	99,337	101,617	103,826	106,084	108,325	110,573	115,980
10	85,838	87,310	88,763	90,231	100,453	102,701	104,958	107,212	109,467	111,698	113,953	119,351
11	88,097	89,554	91,019	92,472	103,826	106,084	108,325	110,567	112,826	115,065	117,326	122,729
12	91,521	92,987	94,441	95,897	107,212	109,467	111,698	113,953	116,197	118,448	120,680	126,104
13					110,573	112,826	115,065	117,326	119,572	121,822	124,018	129,468
14					113,953	116,197	118,448	120,680	122,949	125,195	127,445	132,854
15					118,911	121,186	123,469	125,739	128,033	130,311	132,594	138,031
16					121,390	123,678	125,980	128,271	130,579	132,869	135,170	140,623
17					123,869	126,172	128,491	130,796	133,122	135,424	137,744	143,211
18					129,194	131,547	133,911	136,262	138,635	140,984	143,350	148,864
19												
20												

Notes to Teacher Salary Base 2025- 2026

1. Career increment Col. I through Col. IIC is \$1325, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$2400, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$3896, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$4965, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$6035, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$6618, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60 (and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2025 - 2026

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	63,366	64,825	66,277	70,112	72,360	73,482	76,851	80,220	83,596	86,626	88,994
2	66,172	67,642	69,108	73,489	75,726	76,851	80,231	83,601	86,971	90,004	92,381
3	69,002	70,446	71,902	76,851	79,099	80,220	83,596	86,968	90,342	93,375	95,740
4	71,799	73,253	74,717	80,231	82,478	83,601	86,971	90,351	93,717	96,747	99,119
5	74,604	76,068	77,521	83,596	85,836	86,967	90,342	93,719	97,096	100,128	102,490
6	76,851	78,318	79,769	86,971	89,229	90,352	93,717	97,083	100,453	103,485	105,855
7	79,099	80,567	82,023	90,342	92,584	93,715	97,096	100,462	103,826	106,855	109,241
8	81,342	82,811	84,264	93,717	95,964	97,083	100,453	103,829	107,212	110,243	112,621
9	83,596	85,063	86,515	97,096	99,337	100,477	103,826	107,205	110,573	113,604	115,980
10	85,838	87,310	88,763	100,453	102,701	103,829	107,212	110,582	113,953	116,983	119,351
11	88,097	89,554	91,019	103,826	106,084	107,205	110,567	113,947	117,326	120,356	122,729
12	91,521	92,987	94,441	107,212	109,467	110,582	113,953	117,323	120,680	123,712	126,104
13				110,573	112,826	113,947	117,326	120,697	124,018	127,049	129,468
14				113,953	116,197	117,323	120,680	124,073	127,445	130,475	132,854
15				118,911	121,186	122,328	125,739	129,174	132,594	135,624	138,031
16				121,390	123,678	124,830	128,271	131,725	135,170	138,202	140,623
17				123,869	126,172	127,331	130,796	134,273	137,744	140,777	143,211
18				129,194	131,547	132,730	136,262	139,808	143,350	146,383	148,864
19											
20											

Notes to Teacher Salary Base 2025- 2026

1. Career increment Col. I through Col. IIC is \$1325, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$2400, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$3896, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$4965, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$6035, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$6618, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60 (and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2026- 2027

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	64,792	66,284	67,768	71,690	73,988	76,283	78,580	80,879	83,172	85,477	90,996
2	67,661	69,164	70,663	75,143	77,430	79,731	82,036	84,334	86,632	88,928	94,460
3	70,555	72,031	73,520	78,580	80,879	83,172	85,477	87,769	90,079	92,375	97,894
4	73,414	74,901	76,398	82,036	84,334	86,632	88,928	91,235	93,532	95,826	101,349
5	76,283	77,780	79,265	85,477	87,767	90,079	92,375	94,672	96,979	99,281	104,796
6	78,580	80,080	81,564	88,928	91,237	93,532	95,826	98,123	100,414	102,713	108,237
7	80,879	82,380	83,869	92,375	94,667	96,979	99,281	101,570	103,870	106,162	111,699
8	83,172	84,674	86,160	95,826	98,123	100,414	102,713	105,012	107,320	109,624	115,155
9	85,477	86,977	88,462	99,281	101,572	103,903	106,162	108,471	110,762	113,061	118,590
10	87,769	89,274	90,760	102,713	105,012	107,320	109,624	111,930	114,211	116,517	122,036
11	90,079	91,569	93,067	106,162	108,471	110,762	113,055	115,365	117,654	119,966	125,490
12	93,580	95,079	96,566	109,624	111,930	114,211	116,517	118,811	121,113	123,395	128,941
13				113,061	115,365	117,654	119,966	122,262	124,563	126,808	132,381
14				116,517	118,811	121,113	123,395	125,715	128,012	130,313	135,843
15				121,586	123,913	126,247	128,568	130,914	133,243	135,577	141,137
16				124,121	126,461	128,815	131,157	133,517	135,859	138,211	143,787
17				126,656	129,011	131,382	133,739	136,117	138,471	140,843	146,433
18				133,601	136,007	138,424	140,828	143,254	145,656	148,075	153,713
19											
20											
21											

Notes to Teacher Salary Base 2026 - 2027

1. Career increment Col. I through Col. IB is \$1355, District Service -10 (step 15)
2. Career increment Col. I through Col. IB is \$2454, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VII is not additive
5. Career increment Col. III through Col. VII is \$3984, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VII is \$5077, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VII is \$6171, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VII is \$6767, District Service - 25 (Step 25)
- 9 Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be elig ble for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS**TEACHER SALARY BASE 2026- 2027**

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	64,792	66,284	67,768	71,690	73,988	75,135	78,580	82,025	85,477	88,575	90,996
2	67,661	69,164	70,663	75,143	77,430	78,580	82,036	85,482	88,928	92,029	94,460
3	70,555	72,031	73,520	78,580	80,879	82,025	85,477	88,925	92,375	95,476	97,894
4	73,414	74,901	76,398	82,036	84,334	85,482	88,928	92,384	95,826	98,924	101,349
5	76,283	77,780	79,265	85,477	87,767	88,924	92,375	95,828	99,281	102,381	104,796
6	78,580	80,080	81,564	88,928	91,237	92,385	95,826	99,267	102,713	105,813	108,237
7	80,879	82,380	83,869	92,375	94,667	95,824	99,281	102,722	106,162	109,259	111,699
8	83,172	84,674	86,160	95,826	98,123	99,267	102,713	106,165	109,624	112,723	115,155
9	85,477	86,977	88,462	99,281	101,572	102,738	106,162	109,617	113,061	116,160	118,590
10	87,769	89,274	90,760	102,713	105,012	106,165	109,624	113,070	116,517	119,615	122,036
11	90,079	91,569	93,067	106,162	108,471	109,617	113,055	116,511	119,966	123,064	125,490
12	93,580	95,079	96,566	109,624	111,930	113,070	116,517	119,963	123,395	126,496	128,941
13				113,061	115,365	116,511	119,966	123,413	126,808	129,908	132,381
14				116,517	118,811	119,963	123,395	126,865	130,313	133,411	135,843
15				121,586	123,913	125,080	128,568	132,080	135,577	138,676	141,137
16				124,121	126,461	127,639	131,157	134,689	138,211	141,312	143,787
17				126,656	129,011	130,196	133,739	137,294	140,843	143,944	146,433
18				133,601	136,007	137,216	140,828	144,454	148,075	151,177	153,713
19											
20											
21											

Notes to Teacher Salary Base 2026 - 2027

- Career increment Col. I through Col. IB is \$1355, District Service -10 (step 15)
- Career increment Col. I through Col. IB is \$2454, District Service -20 (step 20)
- Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
- Career increment from Col. III through Col. VII is not additive
- Career increment Col. III through Col. VII is \$3984, District Service - 11 (Step 16)
- Career increment Col. III through Col. VII is \$5077, District Service - 15 (Step 18)
- Career increment Col. III through Col. VII is \$6171, District Service - 20 (Step 20)
- Career increment Col. III through Col. VII is \$6767, District Service - 25 (Step 25)
- Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2027- 2028

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	66,250	67,775	69,293	73,303	75,653	77,999	80,348	82,699	85,043	87,400	93,043
2	69,183	70,720	72,253	76,834	79,172	81,525	83,882	86,232	88,581	90,929	96,585
3	72,142	73,652	75,174	80,348	82,699	85,043	87,400	89,744	92,106	94,453	100,097
4	75,066	76,586	78,117	83,882	86,232	88,581	90,929	93,288	95,636	97,982	103,629
5	77,999	79,530	81,048	87,400	89,742	92,106	94,453	96,802	99,161	101,515	107,154
6	80,348	81,882	83,399	90,929	93,290	95,636	97,982	100,331	102,673	105,024	110,672
7	82,699	84,234	85,756	94,453	96,797	99,161	101,515	103,855	106,207	108,551	114,212
8	85,043	86,579	88,099	97,982	100,331	102,673	105,024	107,375	109,735	112,091	117,746
9	87,400	88,934	90,452	101,515	103,857	106,241	108,551	110,912	113,254	115,605	121,258
10	89,744	91,283	92,802	105,024	107,375	109,735	112,091	114,448	116,781	119,139	124,782
11	92,106	93,629	95,161	108,551	110,912	113,254	115,599	117,961	120,301	122,665	128,314
12	95,686	97,218	98,739	112,091	114,448	116,781	119,139	121,484	123,838	126,171	131,842
13				115,605	117,961	120,301	122,665	125,013	127,366	129,661	135,360
14				119,139	121,484	123,838	126,171	128,544	130,892	133,245	138,899
15				124,322	126,701	129,088	131,461	133,860	136,241	138,627	144,313
16				126,914	129,306	131,713	134,108	136,521	138,916	141,321	147,022
17				129,506	131,914	134,338	136,748	139,180	141,587	144,012	149,728
18				138,107	140,567	143,039	145,497	147,977	150,433	152,907	158,672
19											
20											
21											
22											

Notes to Teacher Salary Base 2027 - 2028

1. Career increment Col. I through Col. IB is \$1385, District Service -10 (step 15)
2. Career increment Col. I through Col. IB is \$2509, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VII is not additive
5. Career increment Col. III through Col. VII is \$4073, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VII is \$5191, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VII is \$6310, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VII is \$6919, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60 (and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

TEACHER SALARY BASE 2027- 2028

Step	I BA	IA BA + 10	IB BA + 20	III MA	IIIA MA + 10	MA + 15	IV MA + 30	MA + 45	V MA + 60	V MA + 75 (NBCT)	VI DR
1	66,250	67,775	69,293	73,303	75,653	76,826	80,348	83,871	87,400	90,568	93,043
2	69,183	70,720	72,253	76,834	79,172	80,348	83,882	87,405	90,929	94,100	96,585
3	72,142	73,652	75,174	80,348	82,699	83,871	87,400	90,926	94,453	97,624	100,097
4	75,066	76,586	78,117	83,882	86,232	87,405	90,929	94,463	97,982	101,150	103,629
5	77,999	79,530	81,048	87,400	89,742	90,925	94,453	97,984	101,515	104,685	107,154
6	80,348	81,882	83,399	90,929	93,290	94,464	97,982	101,501	105,024	108,194	110,672
7	82,699	84,234	85,756	94,453	96,797	97,980	101,515	105,033	108,551	111,717	114,212
8	85,043	86,579	88,099	97,982	100,331	101,501	105,024	108,554	112,091	115,259	117,746
9	87,400	88,934	90,452	101,515	103,857	105,050	108,551	112,083	115,605	118,774	121,258
10	89,744	91,283	92,802	105,024	107,375	108,554	112,091	115,614	119,139	122,306	124,782
11	92,106	93,629	95,161	108,551	110,912	112,083	115,599	119,132	122,665	125,833	128,314
12	95,686	97,218	98,739	112,091	114,448	115,614	119,139	122,662	126,171	129,342	131,842
13				115,605	117,961	119,132	122,665	126,190	129,661	132,831	135,360
14				119,139	121,484	122,662	126,171	129,719	133,245	136,413	138,899
15				124,322	126,701	127,894	131,461	135,052	138,627	141,796	144,313
16				126,914	129,306	130,511	134,108	137,720	141,321	144,492	147,022
17				129,506	131,914	133,125	136,748	140,383	144,012	147,183	149,728
18				138,107	140,567	141,803	145,497	149,204	152,907	156,078	158,672
19											
20											
21											
22											

Notes to Teacher Salary Base 2027 - 2028

1. Career increment Col. I through Col. IB is \$1385, District Service -10 (step 15)
2. Career increment Col. I through Col. IB is \$2509, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VII is not additive
5. Career increment Col. III through Col. VII is \$4073, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VII is \$5191, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VII is \$6310, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VII is \$6919, District Service - 25 (Step 25)
9. Members of the bargaining unit who have already reached the MA+60(and for members at MA + 75 after July 1, 2016) or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit up to 15 credits, subject to the following limitation:
 - a. Salary payment for each such credit shall be paid for only seven years

2025-2026 SCHEDULE B POSITIONS**Extra Pay for Extra Work Agreement**

Exhibit B-1

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

Position	Stipend
Chair (1 School)	\$4,939
Chair (2 or more Schools)	\$6,176
Chair, Art, K-12	\$6,176
Chair, English, 6-12	\$6,176
Chair, World Lang., 6-12	\$6,176
Chair, Mathematics, 6-12	\$6,176
Chair, Music, K-12	\$6,176
Chair, PE/Health, K-12	\$6,176
Chair, Related Arts, 6-12	\$6,176
Chair, Science, 6-12	\$6,176
Chair, Social Studies	\$6,176
Chair, Special Education Department K-12	\$7,035
Chemical Hygiene Officer	\$1,000
New Teacher Mentor Coordinator	\$3,371
Director of Technology + Individual per diem rate during summer*	\$11,181
ESL Coordinator, K-12	\$6,176
Senior Alternatives Advisor (High School)	\$12,673
Librarian	\$854
Translator/Interpreter - (District Wide)	\$58/hour
Tech Director- (District Wide)	\$3,138
Middle School/High School Breakfast Supervisor	\$3,852
Arts in Education Coordinator	\$2,801
HASP Director	\$6,176
Performance Director	\$11,573
Summer Institute Coordinator	\$5,984

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,566
Audio Visual Coordinator	\$3,188	\$3,464	\$3,769	\$4,104
Makerspace Club Advisor	\$1,978	\$2,170	\$2,391	\$2,628
STEAM Club Coordinator	\$1,978	\$2,170	\$2,391	\$2,628
ESL Resource Center Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Steel Drum Director	\$1,978	\$2,170	\$2,391	\$2,628

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

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2025-2026 the contractual hourly rate is \$58 per hour.

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

Exhibit B-1

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

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$6,093
Grade 1 Coordinator	\$6,093
Grade 2 Coordinator	\$6,093
Grade 3 Coordinator	\$6,093
Grade 4 Coordinator	\$6,093
Learning Facilitator (2 positions)	\$58/hour Max. \$4000
Safety Patrol Supervisor	\$4,683
Science Facilitator	\$58/hour
Special Education Coordinator	\$6,093
Hillside Newspaper Advisor	\$2,531
Hillside Technology/Staff Developer	\$2,362
Special Area Coordinator	\$767
RTI Team Coordinator	\$6,003
Recess Supervisor (4)	\$3,852
Our Neighbors	\$1,711
Librarian	\$854

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,978	\$2,170	\$2,391	\$2,628
-per section (3 sections)-				
Affinity Group Advisor-Hillside	\$1,978	\$2,170	\$2,391	\$2,628
Elementary Director	\$2,879	\$3,173	\$3,486	\$3,841
Elementary Musical Director	\$2,879	\$3,173	\$3,486	\$3,841
Elementary Choreographer	N/A	N/A	N/A	\$2,301
Elementary Chorus	\$1,978	\$2,170	\$2,391	\$2,628
Elementary Dance	\$1,978	\$2,170	\$2,391	\$2,628
Elementary Post Office-per position	\$1,734	\$1,908	\$2,097	\$2,309
Robotics Club	\$1,978	\$2,170	\$2,391	\$2,628
Student Government Advisor	\$1,734	\$1,908	\$2,097	\$2,750
Yearbook Advisor	\$3,710	\$3,991	\$4,293	\$4,619
Hillside Bookstore	\$1,734	\$1,908	\$2,097	\$2,309
Math Club (3 positions)	\$1,498	\$1,693	\$1,912	\$2,150
Elementary Little Kids Rock Guitar	\$1,978	\$2,170	\$2,391	\$2,628

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$6,093
Grade 6 Coordinator	\$6,093
Grade 6/7 Coordinator	\$6,093
Grade 7 Coordinator	\$6,093
Grade 8 Coordinator	\$6,093
Coordinator of Advisory Program	\$1,771
Programming Club	\$1,557
Lunch Supervisor	\$3,852
Lunch Supervisor	\$3,852
Lunch Supervisor	\$3,852
Lunch Supervisor	\$3,852
Lunch Supervisor	\$3,852
Academic Challenge	\$1,852
Learning Facilitators (2 positions)	\$58/hour
MTSS Coordinator (RTI)	\$1,348
Support Team Coordinator	\$6,093
Detention Supervisor	\$58/hour
Detention Supervisor (Alt)	\$58/hour
Technology/Staff Developer	\$2,362
ID Coordinator	\$1,184
Our Neighbors	\$1,711
PBIS Coordinator	\$2,392

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Affinity Group Advisor-FMS	\$1,978	\$2,170	\$2,391	\$2,628
After School Stem Club Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Environmental Club Advisor	\$1,856	\$2,099	\$2,240	\$2,466
Jazz Band Director	\$1,697	\$1,869	\$2,053	\$2,257
Jr. Student Council Advisor -Gr. 5/6	\$2,791	\$3,026	\$3,274	\$3,562
Jr. Student Council Advisor -Gr. 7/8	\$2,791	\$3,026	\$3,274	\$3,562
Musical Director - Musical - Gr. 5	\$3,392	\$3,730	\$4,103	\$4,513
Musical Director - Musical - Gr. 6	\$3,392	\$3,730	\$4,103	\$4,513
Musical Director - Musical - Gr. 7/8	\$3,392	\$3,730	\$4,103	\$4,513
Middle School Newspaper	\$1,978	\$2,170	\$2,391	\$2,628
Director - Musical Gr. 5	\$3,392	\$3,730	\$4,103	\$4,513
Director - Musical Gr. 6	\$3,392	\$3,730	\$4,103	\$4,513
Director - Musical Gr. 7/8	\$3,392	\$3,730	\$4,103	\$4,513
Choreographer - Musical Gr. 5	N/A	N/A	N/A	\$2,301
Choreographer - Musical Gr. 6	N/A	N/A	N/A	\$2,301
Choreographer - Musical Gr. 7/8	N/A	N/A	N/A	\$2,301
Director - Play Gr. 7/8 *	\$3,392	\$3,730	\$4,103	\$4,513
Yearbook Advisor	\$3,710	\$3,991	\$4,293	\$4,631
Middle School Chess Club	\$1,484	\$1,632	\$1,793	\$1,976
Middle School Math Club	\$1,484	\$1,632	\$1,793	\$1,976
Middle School Science Olympiad	\$1,484	\$1,632	\$1,793	\$1,976
Middle School Science Fair	\$1,484	\$1,632	\$1,793	\$1,976
Middle School Debate	\$2,589	\$2,847	\$3,128	\$3,448
Middle School Debate Coach	\$3,153	\$3,470	\$3,815	\$4,198
No Place For Hate	\$1,978	\$2,170	\$2,391	\$2,628
Activities Comptroller	\$2,791	\$3,026	\$3,274	\$3,562
Gay Straight Alliance Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Diversity Club	\$1,978	\$2,170	\$2,391	\$2,628
Select Chorus - Gr. 5/6	\$1,978	\$2,170	\$2,391	\$2,628
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,978	\$2,170	\$2,391	\$2,628
MS Book Club Advisor	\$741	\$815	\$899	\$983
Middle School Career Day	\$741	\$815	\$899	\$983
MS Knitting Club	\$741	\$815	\$899	\$983

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Economics Club	\$1,937
Special Education Coordinator	\$6,093
Lunch Supervisor	\$3,852
Open Gym Supervisor (HS Lunch)	\$58
Morning Detention Supervisor	\$58
Marching/Pep Band Director	\$111 per approved session
News Show (WHHS)	\$3,693
Learning Facilitators (2 positions)	\$58/hour Max. \$4000
Technology/Staff Developer	\$2,362
Robotics Head Mentor	\$6,728
Robotics Club Assistant Mentor	\$5,046
Programming Club	\$1,557
Science Research Advisor	\$4,471
Scholarship Coordinator	\$4,803
Spanish Club/Honor Society	\$1,891
Book Club Advisor	\$1,144
Multicultural Book Club Advisor	\$3,371
Board Gaming Club	\$910
Garden Club Advisor (may be split)	\$2,286
Playwright Director	\$1,144
Playwright Writing Advisor	\$572
HS Olympics (may be split)	\$2,566
World Language Week Chairperson	\$469
TV Journalism Advisor	\$58 per Hour - Max. \$4904
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$3,984
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,497

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,106	\$1,223	\$1,347	\$1,479
Grade 10 Advisor	\$1,106	\$1,223	\$1,347	\$1,479
Grade 11 Advisor	\$2,221	\$2,443	\$2,691	\$2,959
Grade 12 Advisor	\$2,221	\$2,443	\$2,691	\$2,959
Affinity Group Advisor-HHS	\$1,978	\$2,170	\$2,391	\$2,628
Students Activities Comptroller	\$5,142	\$5,657	\$6,224	\$6,843
Dance Club Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Debate Coach	\$3,153	\$3,470	\$3,815	\$4,198
After School Art Open Studio Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Architecture Club	\$1,978	\$2,170	\$2,391	\$2,628
Culinary Club	\$1,978	\$2,170	\$2,391	\$2,628
Dungeons and Dragons Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Photo Club Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Newspaper Advisor	\$2,740	\$3,006	\$3,311	\$3,571
Director - Play	\$3,392	\$3,730	\$4,103	\$4,513
Stage Manager - Play	\$1,222	\$1,344	\$1,478	\$1,625
Yearbook Advisor				\$6,977
Yearbook Business Organizer				\$5,423
Interact Club Advisor	\$1,484	\$1,632	\$1,793	\$1,976
International Club Advisor	\$1,856	\$2,099	\$2,240	\$2,466
Concert Band Director	\$1,978	\$2,170	\$2,391	\$2,628
Jazz Band Director	\$2,964	\$3,258	\$3,587	\$3,943
Literary Magazine/Writing Contest Advisor	\$3,270	\$3,539	\$3,842	\$4,099
Madrigal Choir	\$2,964	\$3,258	\$3,587	\$3,943
Moderator of Film Society	\$1,978	\$2,170	\$2,391	\$2,628
TV Studio Advisor	\$1,978	\$2,170	\$2,391	\$2,628
World of Difference Moderator MS/HS	\$1,978	\$2,170	\$2,391	\$2,628

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,270	\$3,539	\$3,842	\$4,099
High School Chess Club	\$1,484	\$1,632	\$1,793	\$1,976
Math Club Advisor	\$1,484	\$1,632	\$1,793	\$1,976
HS Debate Coach	\$3,153	\$3,470	\$3,815	\$4,198
Science Olympiad	\$1,484	\$1,632	\$1,793	\$1,976
Mock Trial Advisor	\$1,484	\$1,632	\$1,793	\$1,976
Director - Musical	\$3,902	\$4,292	\$4,716	\$5,238
Musical Director - Musical	\$3,902	\$4,292	\$4,716	\$5,238
Choreographer - Musical	N/A	N/A	N/A	\$2,301
Academic Challenge	N/A	N/A	N/A	\$1,852
National Art Honor Society Advisor	N/A	N/A	N/A	\$2,615
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,674
Peer Counseling Advisors	\$925	\$1,086	\$1,121	\$1,231
Student Union Advisors	\$2,740	\$3,006	\$3,311	\$3,643
Thespian Honor Society Advisor + hourly chaperone	\$741	\$815	\$899	\$983
Human Rights Club Advisor	\$1,856	\$2,099	\$2,240	\$2,466
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,856	\$2,099	\$2,240	\$2,466 *
Writing Contest Advisor	\$1,484	\$1,632	\$1,793	\$1,976
SADD Club Co-Advisors	\$1,856	\$2,105	\$2,240	\$2,466
Gay Straight Alliance Advisor	\$1,978	\$2,170	\$2,391	\$2,628
Crossing Borders Club Advisor	\$1,978	\$2,170	\$2,391	\$2,628
STEM Supervisor	\$1,484	\$1,632	\$1,793	\$1,976
Technology Group Advisor	\$1,484	\$1,632	\$1,793	\$1,976
Speaker of Other Languages Club Advisor	\$925	\$1,086	\$1,121	\$1,231
Shifting Perspectives	\$1,919	\$2,106	\$2,320	\$2,551
Outing Club	\$925	\$1,086	\$1,121	\$1,231
Origami Club	\$925	\$1,086	\$1,121	\$1,231
Advisor for Habitat for Humanity	\$1,856	\$2,105	\$2,240	\$2,466
Advisor to Akzo Nobel Community Advisory Panel	\$741	\$815	\$899	\$983
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

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

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

* plus hourly chaperone rate with prior administrative approval

SPORTS**STIPEND/STEP RANGE**

Exhibit B-1

POSITION	1-2	3-4	5-6	7-8	STIPEND
Baseball -					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV	\$4,163	\$4,608	\$5,063	\$5,577	
Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Varsity Assistant Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Basketball -					
Boys' Varsity - Head Coach	\$6,580	\$7,238	\$7,960	\$8,758	
Boys' JV or Assistant Coaches	\$4,938	\$5,320	\$5,970	\$6,568	
Boys' Modified "A"	\$3,539	\$4,085	\$4,229	\$4,632	
Boys' Modified "B"	\$3,539	\$4,085	\$4,229	\$4,632	
Girls' Varsity - Head Coach	\$6,580	\$7,238	\$7,960	\$8,758	
Girls' JV or Assistant Coaches	\$4,938	\$5,320	\$5,970	\$6,568	
Girls' Modified	\$3,539	\$4,085	\$4,229	\$4,632	
Field Hockey -					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV	\$4,163	\$4,608	\$5,063	\$5,577	
Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Golf -					
Varsity	\$4,163	\$4,608	\$5,063	\$5,577	
JV	\$3,029	\$3,532	\$3,621	\$3,960	
Football -					
Varsity - Head Coach	\$6,580	\$7,238	\$7,960	\$8,758	
Varsity - Assistant Coaches (3)	\$4,938	\$5,320	\$5,970	\$6,568	
Modified - Head Coach	\$4,938	\$5,320	\$5,970	\$6,568	
Modified - Assistant Coach	\$3,539	\$4,085	\$4,229	\$4,632	
Girls Flag Football	\$6,167	\$6,736	\$7,411	\$8,218	
Gymnastics -					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV	\$4,163	\$4,608	\$5,063	\$5,577	
Softball -					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV	\$4,163	\$4,608	\$5,063	\$5,577	
Modified	\$3,029	\$3,532	\$3,621	\$3,960	
JV - Assitant Coach	\$3,029	\$3,532	\$3,621	\$3,960	
Modified - Assitant Coach	\$3,029	\$3,532	\$3,621	\$3,960	
Ultimate Frisbee	\$1,484	\$1,632	\$1,793	\$1,976	
Lacrosse-					
Varsity	\$6,580	\$7,238	\$7,960	\$8,758	
JV	\$4,938	\$5,320	\$5,970	\$6,568	
Modified	\$3,539	\$4,085	\$4,229	\$4,632	

SPORTS (Continued)

Exhibit B-1

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
Boys' Varsity Assistant Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Boys' JV	\$4,163	\$4,608	\$5,063	\$5,577	
Boys' Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Girls' Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
Girls' JV	\$4,163	\$4,608	\$5,063	\$5,577	
Girls' Varsity Assistant Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Girls' Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Intramural - Fall, Coed					\$58/hour
Intramural - Winter, Coed					\$58/hour
Tennis -					
Boys' Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
Boys' JV	\$4,163	\$4,608	\$5,063	\$5,577	
Boys' Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Girls' Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
Girls' JV	\$4,163	\$4,608	\$5,063	\$5,577	
Girls' Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Track -					
Varsity Cross Country	\$6,167	\$6,736	\$7,411	\$8,218	
Cross Country Ass't Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Varsity - Winter Indoor	\$6,167	\$6,736	\$7,411	\$8,218	
Winter - Ass't Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Varsity - Spring	\$6,167	\$6,736	\$7,411	\$8,218	
Spring - Ass't Coach	\$4,163	\$4,608	\$5,063	\$5,577	
Modified Cross Country Spring/Winter	\$3,029	\$3,532	\$3,621	\$3,960	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball - _____					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV	\$4,163	\$4,608	\$5,063	\$5,577	
Modified	\$3,029	\$3,532	\$3,621	\$3,960	
Co-ed	\$1,184	\$1,307	\$1,437	\$1,579	
Wrestling - _____					
Varsity	\$6,167	\$6,736	\$7,411	\$8,218	
JV or Assistant Coaches	\$4,163	\$4,608	\$5,063	\$5,577	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$4,938	\$5,320	\$5,970	\$6,568	
Freshman Coaches	\$3,539	\$4,085	\$4,229	\$4,632	
Cheerleading - per season					
Varsity and JV	\$1,730	\$1,902	\$2,095	\$2,300	
Hudsonettes - per season	\$1,559	\$1,655	\$1,762	\$1,885	
Twirlers - per season	\$987	\$1,085	\$1,192	\$1,314	
High School Intramurals - _____					
Miscellaneous Sports					\$58/hour
Athletic Trainer					\$58/hour
Weight Room					\$58/hour
Fitness Club					\$58/hour
Basketball (Fall)					\$58/hour
Fitness (Spring)					\$58/hour
Wrestling					\$58/hour
Fencing					\$58/hour
Lacrosse Co-ed					\$58/hour
Volleyball					\$58/hour
Girls' Basketball					\$58/hour

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

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$38 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

2026-2027 SCHEDULE B POSITIONS**Extra Pay for Extra Work Agreement**

Exhibit B-2

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

Position	Stipend
Chair (1 School)	\$5,050
Chair (2 or more Schools)	\$6,315
Chair, Art, K-12	\$6,315
Chair, English, 6-12	\$6,315
Chair, World Lang., 6-12	\$6,315
Chair, Mathematics, 6-12	\$6,315
Chair, Music, K-12	\$6,315
Chair, PE/Health, K-12	\$6,315
Chair, Related Arts, 6-12	\$6,315
Chair, Science, 6-12	\$6,315
Chair, Social Studies	\$6,315
Chair, Special Education Department K-12	\$7,193
Chemical Hygiene Officer	\$1,023
New Teacher Mentor Coordinator	\$3,447
Director of Technology + Individual per diem rate during summer*	\$11,433
ESL Coordinator, K-12	\$6,315
Senior Alternatives Advisor (High School)	\$12,958
Librarian	\$873
Translator/Interpreter - (District Wide)	\$60/hour
Tech Director- (District Wide)	\$3,209
Middle School/High School Breakfast Supervisor	\$3,939
Arts in Education Coordinator	\$2,864
HASP Director	\$6,315
Performance Director	\$11,833
Summer Institute Coordinator	\$6,119

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,624
Audio Visual Coordinator	\$3,260	\$3,542	\$3,854	\$4,196
Makerspace Club Advisor	\$2,023	\$2,219	\$2,445	\$2,687
STEAM Club Coordinator	\$2,023	\$2,219	\$2,445	\$2,687
ESL Resource Center Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Steel Drum Director	\$2,023	\$2,219	\$2,445	\$2,687

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

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2026-27 the contractual hourly rate is \$60 per hour.

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

Exhibit B-2

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

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$6,230
Grade 1 Coordinator	\$6,230
Grade 2 Coordinator	\$6,230
Grade 3 Coordinator	\$6,230
Grade 4 Coordinator	\$6,230
Learning Facilitator (2 positions)	\$60/hour Max. \$4000
Safety Patrol Supervisor	\$4,788
Science Facilitator	\$60/hour
Special Education Coordinator	\$6,230
Hillside Newspaper Advisor	\$2,588
Hillside Technology/Staff Developer	\$2,415
Special Area Coordinator	\$784
RTI Team Coordinator	\$6,138
Recess Supervisor (4)	\$3,939
Our Neighbors	\$1,749
Librarian	\$873

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$2,023	\$2,219	\$2,445	\$2,687
Affinity Group Advisor-Hillside	\$2,023	\$2,219	\$2,445	\$2,687
Elementary Director	\$2,944	\$3,244	\$3,564	\$3,927
Elementary Musical Director	\$2,944	\$3,244	\$3,564	\$3,927
Elementary Choreographer	N/A	N/A	N/A	\$2,353
Elementary Chorus	\$2,023	\$2,219	\$2,445	\$2,687
Elementary Dance	\$2,023	\$2,219	\$2,445	\$2,687
Elementary Post Office-per position	\$1,773	\$1,951	\$2,144	\$2,361
Robotics Club	\$2,023	\$2,219	\$2,445	\$2,687
Student Government Advisor	\$1,773	\$1,951	\$2,144	\$2,812
Yearbook Advisor	\$3,793	\$4,081	\$4,390	\$4,723
Hillside Bookstore	\$1,773	\$1,951	\$2,144	\$2,361
Math Club (3 positions)	\$1,532	\$1,731	\$1,955	\$2,198
Elementary Little Kids Rock Guitar	\$2,023	\$2,219	\$2,445	\$2,687

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$6,230
Grade 6 Coordinator	\$6,230
Grade 6/7 Coordinator	\$6,230
Grade 7 Coordinator	\$6,230
Grade 8 Coordinator	\$6,230
Coordinator of Advisory Program	\$1,811
Programming Club	\$1,592
Lunch Supervisor	\$3,939
Lunch Supervisor	\$3,939
Lunch Supervisor	\$3,939
Lunch Supervisor	\$3,939
Lunch Supervisor	\$3,939
Academic Challenge	\$1,894
Learning Facilitators (2 positions)	\$60/hour
MTSS Coordinator (RTI)	\$1,378
Support Team Coordinator	\$6,230
Detention Supervisor	\$60/hour
Detention Supervisor (Alt)	\$60/hour
Technology/Staff Developer	\$2,415
ID Coordinator	\$1,211
Our Neighbors	\$1,749
PBIS Coordinator	\$2,446

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Affinity Group Advisor-FMS	\$2,023	\$2,219	\$2,445	\$2,687
After School Stem Club Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Environmental Club Advisor	\$1,898	\$2,146	\$2,290	\$2,521
Jazz Band Director	\$1,735	\$1,911	\$2,099	\$2,308
Jr. Student Council Advisor -Gr. 5/6	\$2,854	\$3,094	\$3,348	\$3,642
Jr. Student Council Advisor -Gr. 7/8	\$2,854	\$3,094	\$3,348	\$3,642
Musical Director - Musical - Gr. 5	\$3,468	\$3,814	\$4,195	\$4,615
Musical Director - Musical - Gr. 6	\$3,468	\$3,814	\$4,195	\$4,615
Musical Director - Musical - Gr. 7/8	\$3,468	\$3,814	\$4,195	\$4,615
Middle School Newspaper	\$2,023	\$2,219	\$2,445	\$2,687
Director - Musical Gr. 5	\$3,468	\$3,814	\$4,195	\$4,615
Director - Musical Gr. 6	\$3,468	\$3,814	\$4,195	\$4,615
Director - Musical Gr. 7/8	\$3,468	\$3,814	\$4,195	\$4,615
Choreographer - Musical Gr. 5	N/A	N/A	N/A	\$2,353
Choreographer - Musical Gr. 6	N/A	N/A	N/A	\$2,353
Choreographer - Musical Gr. 7/8	N/A	N/A	N/A	\$2,353
Director - Play Gr. 7/8 *	\$3,468	\$3,814	\$4,195	\$4,615
Yearbook Advisor	\$3,793	\$4,081	\$4,390	\$4,735
Middle School Chess Club	\$1,517	\$1,669	\$1,833	\$2,020
Middle School Math Club	\$1,517	\$1,669	\$1,833	\$2,020
Middle School Science Olympiad	\$1,517	\$1,669	\$1,833	\$2,020
Middle School Science Fair	\$1,517	\$1,669	\$1,833	\$2,020
Middle School Debate	\$2,647	\$2,911	\$3,198	\$3,526
Middle School Debate Coach	\$3,224	\$3,548	\$3,901	\$4,292
No Place For Hate	\$2,023	\$2,219	\$2,445	\$2,687
Activities Comptroller	\$2,854	\$3,094	\$3,348	\$3,642
Gay Straight Alliance Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Diversity Club	\$2,023	\$2,219	\$2,445	\$2,687
Select Chorus - Gr. 5/6	\$2,023	\$2,219	\$2,445	\$2,687
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$2,023	\$2,219	\$2,445	\$2,687
MS Book Club Advisor	\$758	\$833	\$919	\$1,005
Middle School Career Day	\$758	\$833	\$919	\$1,005
MS Knitting Club	\$758	\$833	\$919	\$1,005

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Economics Club	\$1,981
Special Education Coordinator	\$6,230
Lunch Supervisor	\$3,939
Open Gym Supervisor (HS Lunch)	\$59
Morning Detention Supervisor	\$59
Marching/Pep Band Director	\$113 per approved session
News Show (WHHS)	\$3,776
Learning Facilitators (2 positions)	\$60/hour Max. \$4000
Technology/Staff Developer	\$2,415
Robotics Head Mentor	\$6,879
Robotics Club Assistant Mentor	\$5,160
Programming Club	\$1,592
Science Research Advisor	\$4,572
Scholarship Coordinator	\$4,911
Spanish Club/Honor Society	\$1,934
Book Club Advisor	\$1,170
Multicultural Book Club Advisor	\$3,447
Board Gaming Club	\$930
Garden Club Advisor (may be split)	\$2,337
Playwright Director	\$1,170
Playwright Writing Advisor	\$585
HS Olympics (may be split)	\$2,624
World Language Week Chairperson	\$480
TV Journalism Advisor	\$60 per Hour - Max. \$4978
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$4,074
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,598

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,131	\$1,251	\$1,377	\$1,512
Grade 10 Advisor	\$1,131	\$1,251	\$1,377	\$1,512
Grade 11 Advisor	\$2,271	\$2,498	\$2,752	\$3,026
Grade 12 Advisor	\$2,271	\$2,498	\$2,752	\$3,026
Affinity Group Advisor-HHS	\$2,023	\$2,219	\$2,445	\$2,687
Students Activities Comptroller	\$5,258	\$5,784	\$6,364	\$6,997
Dance Club Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Debate Coach	\$3,224	\$3,548	\$3,901	\$4,292
After School Art Open Studio Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Architecture Club	\$2,023	\$2,219	\$2,445	\$2,687
Culinary Club	\$2,023	\$2,219	\$2,445	\$2,687
Dungeons and Dragons Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Photo Club Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Newspaper Advisor	\$2,802	\$3,074	\$3,385	\$3,651
Director - Play	\$3,468	\$3,814	\$4,195	\$4,615
Stage Manager - Play	\$1,249	\$1,374	\$1,511	\$1,662
Yearbook Advisor				\$7,134
Yearbook Business Organizer				\$5,545
Interact Club Advisor	\$1,517	\$1,669	\$1,833	\$2,020
International Club Advisor	\$1,898	\$2,146	\$2,290	\$2,521
Concert Band Director	\$2,023	\$2,219	\$2,445	\$2,687
Jazz Band Director	\$3,031	\$3,331	\$3,668	\$4,032
Literary Magazine/Writing Contest Advisor	\$3,344	\$3,619	\$3,928	\$4,191
Madrigal Choir	\$3,031	\$3,331	\$3,668	\$4,032
Moderator of Film Society	\$2,023	\$2,219	\$2,445	\$2,687
TV Studio Advisor	\$2,023	\$2,219	\$2,445	\$2,687
World of Difference Moderator MS/HS	\$2,023	\$2,219	\$2,445	\$2,687

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,344	\$3,619	\$3,928	\$4,191
High School Chess Club	\$1,517	\$1,669	\$1,833	\$2,020
Math Club Advisor	\$1,517	\$1,669	\$1,833	\$2,020
HS Debate Coach	\$3,224	\$3,548	\$3,901	\$4,292
Science Olympiad	\$1,517	\$1,669	\$1,833	\$2,020
Mock Trial Advisor	\$1,517	\$1,669	\$1,833	\$2,020
Director - Musical	\$3,990	\$4,389	\$4,822	\$5,356
Musical Director - Musical	\$3,990	\$4,389	\$4,822	\$5,356
Choreographer - Musical	N/A	N/A	N/A	\$2,353
Academic Challenge	N/A	N/A	N/A	\$1,894
National Art Honor Society Advisor	N/A	N/A	N/A	\$2,674
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,734
Peer Counseling Advisors	\$946	\$1,110	\$1,146	\$1,259
Student Union Advisors	\$2,802	\$3,074	\$3,385	\$3,725
Thespian Honor Society Advisor + hourly chaperone	\$758	\$833	\$919	\$1,005
Human Rights Club Advisor	\$1,898	\$2,146	\$2,290	\$2,521
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,898 *	\$2,146 *	\$2,290 *	\$2,521 *
Writing Contest Advisor	\$1,517	\$1,669	\$1,833	\$2,020
SADD Club Co-Advisors	\$1,898	\$2,152	\$2,290	\$2,521
Gay Straight Alliance Advisor	\$2,023	\$2,219	\$2,445	\$2,687
Crossing Borders Club Advisor	\$2,023	\$2,219	\$2,445	\$2,687
STEM Supervisor	\$1,517	\$1,669	\$1,833	\$2,020
Technology Group Advisor	\$1,517	\$1,669	\$1,833	\$2,020
Speaker of Other Languages Club Advisor	\$946	\$1,110	\$1,146	\$1,259
Shifting Perspectives	\$1,962	\$2,153	\$2,372	\$2,608
Outing Club	\$946	\$1,110	\$1,146	\$1,259
Origami Club	\$946	\$1,110	\$1,146	\$1,259
Advisor for Habitat for Humanity	\$1,898	\$2,152	\$2,290	\$2,521
Advisor to Akzo Nobel Community Advisory Panel	\$758 *	\$833 *	\$919 *	\$1,005 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

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

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

* plus hourly chaperone rate with prior administrative approval

SPORTS**STIPEND/STEP RANGE**

Exhibit B-2

POSITION	1-2	3-4	5-6	7-8	STIPEND
<u>Baseball -</u>					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV	\$4,257	\$4,712	\$5,177	\$5,702	
Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Varsity Assistant Coach	\$4,257	\$4,712	\$5,177	\$5,702	
<u>Basketball -</u>					
Boys' Varsity - Head Coach	\$6,728	\$7,401	\$8,139	\$8,955	
Boys' JV or Assistant Coaches	\$5,049	\$5,440	\$6,104	\$6,716	
Boys' Modified "A"	\$3,619	\$4,177	\$4,324	\$4,736	
Boys' Modified "B"	\$3,619	\$4,177	\$4,324	\$4,736	
Girls' Varsity - Head Coach	\$6,728	\$7,401	\$8,139	\$8,955	
Girls' JV or Assistant Coaches	\$5,049	\$5,440	\$6,104	\$6,716	
Girls' Modified	\$3,619	\$4,177	\$4,324	\$4,736	
<u>Field Hockey -</u>					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV	\$4,257	\$4,712	\$5,177	\$5,702	
Modified	\$3,097	\$3,611	\$3,702	\$4,049	
<u>Golf -</u>					
Varsity	\$4,257	\$4,712	\$5,177	\$5,702	
JV	\$3,097	\$3,611	\$3,702	\$4,049	
<u>Football -</u>					
Varsity - Head Coach	\$6,728	\$7,401	\$8,139	\$8,955	
Varsity - Assistant Coaches (3)	\$5,049	\$5,440	\$6,104	\$6,716	
Modified - Head Coach	\$5,049	\$5,440	\$6,104	\$6,716	
Modified - Assistant Coach	\$3,619	\$4,177	\$4,324	\$4,736	
Girls Flag Football	\$6,306	\$6,888	\$7,578	\$8,403	
<u>Gymnastics -</u>					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV	\$4,257	\$4,712	\$5,177	\$5,702	
<u>Softball -</u>					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV	\$4,257	\$4,712	\$5,177	\$5,702	
Modified	\$3,097	\$3,611	\$3,702	\$4,049	
JV - Assistant Coach	\$3,097	\$3,611	\$3,702	\$4,049	
Modified - Assistant Coach	\$3,097	\$3,611	\$3,702	\$4,049	
<u>Ultimate Frisbee</u>	\$1,517	\$1,669	\$1,833	\$2,020	
<u>Lacrosse-</u>					
Varsity	\$6,728	\$7,401	\$8,139	\$8,955	
JV	\$5,049	\$5,440	\$6,104	\$6,716	
Modified	\$3,619	\$4,177	\$4,324	\$4,736	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
Boys' Varsity Assistant Coach	\$4,257	\$4,712	\$5,177	\$5,702	
Boys' JV	\$4,257	\$4,712	\$5,177	\$5,702	
Boys' Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Girls' Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
Girls' JV	\$4,257	\$4,712	\$5,177	\$5,702	
Girls' Varsity Assistant Coach	\$4,257	\$4,712	\$5,177	\$5,702	
Girls' Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Intramural - Fall, Coed					\$60/hour
Intramural - Winter, Coed					\$60/hour
Tennis -					
Boys' Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
Boys' JV	\$4,257	\$4,712	\$5,177	\$5,702	
Boys' Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Girls' Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
Girls' JV	\$4,257	\$4,712	\$5,177	\$5,702	
Girls' Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Track -					
Varsity Cross Country	\$6,306	\$6,888	\$7,578	\$8,403	
Cross Country Ass't Coach	\$4,257	\$4,712	\$5,177	\$5,702	
Varsity - Winter Indoor	\$6,306	\$6,888	\$7,578	\$8,403	
Winter - Ass't Coach	\$4,257	\$4,712	\$5,177	\$5,702	
Varsity - Spring	\$6,306	\$6,888	\$7,578	\$8,403	
Spring - Ass't Coach	\$4,257	\$4,712	\$5,177	\$5,702	
Modified Cross Country Spring/Winter	\$3,097	\$3,611	\$3,702	\$4,049	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV	\$4,257	\$4,712	\$5,177	\$5,702	
Modified	\$3,097	\$3,611	\$3,702	\$4,049	
Co-ed	\$1,211	\$1,336	\$1,469	\$1,615	
Wrestling -					
Varsity	\$6,306	\$6,888	\$7,578	\$8,403	
JV or Assistant Coaches	\$4,257	\$4,712	\$5,177	\$5,702	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$5,049	\$5,440	\$6,104	\$6,716	
Freshman Coaches	\$3,619	\$4,177	\$4,324	\$4,736	
Cheerleading - per season					
Varsity and JV	\$1,769	\$1,945	\$2,142	\$2,352	
Hudsonettes - per season	\$1,594	\$1,692	\$1,802	\$1,927	
Twirlers - per season	\$1,009	\$1,109	\$1,219	\$1,344	
High School Intramurals -					
Miscellaneous Sports					\$60/hour
Athletic Trainer					\$60/hour
Weight Room					\$60/hour
Fitness Club					\$60/hour
Basketball (Fall)					\$60/hour
Fitness (Spring)					\$60/hour
Wrestling					\$60/hour
Fencing					\$60/hour
Lacrosse Co-ed					\$60/hour
Volleyball					\$60/hour
Girls' Basketball					\$60/hour

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

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$39 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

2027-2028 SCHEDULE B POSITIONS**Extra Pay for Extra Work Agreement**

Exhibit B-3

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

Position	Stipend
Chair (1 School)	\$5,164
Chair (2 or more Schools)	\$6,457
Chair, Art, K-12	\$6,457
Chair, English, 6-12	\$6,457
Chair, World Lang., 6-12	\$6,457
Chair, Mathematics, 6-12	\$6,457
Chair, Music, K-12	\$6,457
Chair, PE/Health, K-12	\$6,457
Chair, Related Arts, 6-12	\$6,457
Chair, Science, 6-12	\$6,457
Chair, Social Studies	\$6,457
Chair, Special Education Department K-12	\$7,355
Chemical Hygiene Officer	\$1,046
New Teacher Mentor Coordinator	\$3,525
Director of Technology + Individual per diem rate during summer*	\$11,690
ESL Coordinator, K-12	\$6,457
Senior Alternatives Advisor (High School)	\$13,250
Librarian	\$893
Translator/Interpreter - (District Wide)	\$61/hour
Tech Director- (District Wide)	\$3,281
Middle School/High School Breakfast Supervisor	\$4,028
Arts in Education Coordinator	\$2,928
HASP Director	\$6,457
Performance Director	\$12,099
Summer Institute Coordinator	\$6,257

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Academic Field Day Advisor	N/A	N/A	N/A	\$2,683
Audio Visual Coordinator	\$3,333	\$3,622	\$3,941	\$4,290
Makerspace Club Advisor	\$2,069	\$2,269	\$2,500	\$2,747
STEAM Club Coordinator	\$2,069	\$2,269	\$2,500	\$2,747
ESL Resource Center Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Steel Drum Director	\$2,069	\$2,269	\$2,500	\$2,747

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

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2027-2028 the contractual hourly rate is \$61 per hour.

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

Exhibit B-3

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

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$6,370
Grade 1 Coordinator	\$6,370
Grade 2 Coordinator	\$6,370
Grade 3 Coordinator	\$6,370
Grade 4 Coordinator	\$6,370
Learning Facilitator (2 positions)	\$61/hour Max. \$4000
Safety Patrol Supervisor	\$4,896
Science Facilitator	\$61/hour
Special Education Coordinator	\$6,370
Hillside Newspaper Advisor	\$2,646
Hillside Technology/Staff Developer	\$2,469
Special Area Coordinator	\$802
RTI Team Coordinator	\$6,276
Recess Supervisor (4)	\$4,028
Our Neighbors	\$1,788
Librarian	\$893

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$2,069	\$2,269	\$2,500	\$2,747
Affinity Group Advisor-Hillside	\$2,069	\$2,269	\$2,500	\$2,747
Elementary Director	\$3,010	\$3,317	\$3,644	\$4,015
Elementary Musical Director	\$3,010	\$3,317	\$3,644	\$4,015
Elementary Choreographer	N/A	N/A	N/A	\$2,406
Elementary Chorus	\$2,069	\$2,269	\$2,500	\$2,747
Elementary Dance	\$2,069	\$2,269	\$2,500	\$2,747
Elementary Post Office-per position	\$1,813	\$1,995	\$2,192	\$2,414
Robotics Club	\$2,069	\$2,269	\$2,500	\$2,747
Student Government Advisor	\$1,813	\$1,995	\$2,192	\$2,875
Yearbook Advisor	\$3,878	\$4,173	\$4,489	\$4,828
Hillside Bookstore	\$1,813	\$1,995	\$2,192	\$2,414
Math Club (3 positions)	\$1,566	\$1,770	\$1,999	\$2,247
Elementary Little Kids Rock Guitar	\$2,069	\$2,269	\$2,500	\$2,747

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$6,370
Grade 6 Coordinator	\$6,370
Grade 6/7 Coordinator	\$6,370
Grade 7 Coordinator	\$6,370
Grade 8 Coordinator	\$6,370
Coordinator of Advisory Program	\$1,852
Programming Club	\$1,628
Lunch Supervisor	\$4,028
Lunch Supervisor	\$4,028
Lunch Supervisor	\$4,028
Lunch Supervisor	\$4,028
Lunch Supervisor	\$4,028
Academic Challenge	\$1,937
Learning Facilitators (2 positions)	\$61/hour
MTSS Coordinator (RTI)	\$1,409
Support Team Coordinator	\$6,370
Detention Supervisor	\$61/hour
Detention Supervisor (Alt)	\$61/hour
Technology/Staff Developer	\$2,469
ID Coordinator	\$1,238
Our Neighbors	\$1,788
PBIS Coordinator	\$2,501

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Affinity Group Advisor-FMS	\$2,069	\$2,269	\$2,500	\$2,747
After School Stem Club Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Environmental Club Advisor	\$1,941	\$2,194	\$2,342	\$2,578
Jazz Band Director	\$1,774	\$1,954	\$2,146	\$2,360
Jr. Student Council Advisor -Gr. 5/6	\$2,918	\$3,164	\$3,423	\$3,724
Jr. Student Council Advisor -Gr. 7/8	\$2,918	\$3,164	\$3,423	\$3,724
Musical Director - Musical - Gr. 5	\$3,546	\$3,900	\$4,289	\$4,719
Musical Director - Musical - Gr. 6	\$3,546	\$3,900	\$4,289	\$4,719
Musical Director - Musical - Gr. 7/8	\$3,546	\$3,900	\$4,289	\$4,719
Middle School Newspaper	\$2,069	\$2,269	\$2,500	\$2,747
Director - Musical Gr. 5	\$3,546	\$3,900	\$4,289	\$4,719
Director - Musical Gr. 6	\$3,546	\$3,900	\$4,289	\$4,719
Director - Musical Gr. 7/8	\$3,546	\$3,900	\$4,289	\$4,719
Choreographer - Musical Gr. 5	N/A	N/A	N/A	\$2,406
Choreographer - Musical Gr. 6	N/A	N/A	N/A	\$2,406
Choreographer - Musical Gr. 7/8	N/A	N/A	N/A	\$2,406
Director - Play Gr. 7/8 *	\$3,546	\$3,900	\$4,289	\$4,719
Yearbook Advisor	\$3,878	\$4,173	\$4,489	\$4,842
Middle School Chess Club	\$1,551	\$1,707	\$1,874	\$2,065
Middle School Math Club	\$1,551	\$1,707	\$1,874	\$2,065
Middle School Science Olympiad	\$1,551	\$1,707	\$1,874	\$2,065
Middle School Science Fair	\$1,551	\$1,707	\$1,874	\$2,065
Middle School Debate	\$2,707	\$2,976	\$3,270	\$3,605
Middle School Debate Coach	\$3,297	\$3,628	\$3,989	\$4,389
No Place For Hate	\$2,069	\$2,269	\$2,500	\$2,747
Activities Comptroller	\$2,918	\$3,164	\$3,423	\$3,724
Gay Straight Alliance Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Diversity Club	\$2,069	\$2,269	\$2,500	\$2,747
Select Chorus - Gr. 5/6	\$2,069	\$2,269	\$2,500	\$2,747
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$2,069	\$2,269	\$2,500	\$2,747
MS Book Club Advisor	\$775	\$852	\$940	\$1,028
Middle School Career Day	\$775	\$852	\$940	\$1,028
MS Knitting Club	\$775	\$852	\$940	\$1,028

* There is no music required for a play.

STIPEND

POSITION	STIPEND
Economics Club	\$2,026
Special Education Coordinator	\$6,370
Lunch Supervisor	\$4,028
Open Gym Supervisor (HS Lunch)	\$60
Morning Detention Supervisor	\$60
Marching/Pep Band Director	\$116 per approved session
News Show (WHHS)	\$3,861
Learning Facilitators (2 positions)	\$61/hour Max. \$4000
Technology/Staff Developer	\$2,469
Robotics Head Mentor	\$7,034
Robotics Club Assistant Mentor	\$5,276
Programming Club	\$1,628
Science Research Advisor	\$4,675
Scholarship Coordinator	\$5,021
Spanish Club/Honor Society	\$1,978
Book Club Advisor	\$1,196
Multicultural Book Club Advisor	\$3,525
Board Gaming Club	\$951
Garden Club Advisor (may be split)	\$2,390
Playwright Director	\$1,196
Playwright Writing Advisor	\$598
HS Olympics (may be split)	\$2,683
World Language Week Chairperson	\$491
TV Journalism Advisor	\$61 per Hour - Max. \$5052
Peer Leadership Advisors (3) + chaperone fee with prior administrative approval	\$4,166
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	Hourly
Peer Leadership Coordinator + chaperone fee with prior administrative approval	\$4,701

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$1,156	\$1,279	\$1,408	\$1,546
Grade 10 Advisor	\$1,156	\$1,279	\$1,408	\$1,546
Grade 11 Advisor	\$2,322	\$2,554	\$2,814	\$3,094
Grade 12 Advisor	\$2,322	\$2,554	\$2,814	\$3,094
Affinity Group Advisor-HHS	\$2,069	\$2,269	\$2,500	\$2,747
Students Activities Comptroller	\$5,376	\$5,914	\$6,507	\$7,154
Dance Club Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Debate Coach	\$3,297	\$3,628	\$3,989	\$4,389
After School Art Open Studio Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Architecture Club	\$2,069	\$2,269	\$2,500	\$2,747
Culinary Club	\$2,069	\$2,269	\$2,500	\$2,747
Dungeons and Dragons Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Photo Club Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Newspaper Advisor	\$2,865	\$3,143	\$3,461	\$3,733
Director - Play	\$3,546	\$3,900	\$4,289	\$4,719
Stage Manager - Play	\$1,277	\$1,405	\$1,545	\$1,699
Yearbook Advisor				\$7,295
Yearbook Business Organizer				\$5,670
Interact Club Advisor	\$1,551	\$1,707	\$1,874	\$2,065
International Club Advisor	\$1,941	\$2,194	\$2,342	\$2,578
Concert Band Director	\$2,069	\$2,269	\$2,500	\$2,747
Jazz Band Director	\$3,099	\$3,406	\$3,751	\$4,123
Literary Magazine/Writing Contest Advisor	\$3,419	\$3,700	\$4,016	\$4,285
Madrigal Choir	\$3,099	\$3,406	\$3,751	\$4,123
Moderator of Film Society	\$2,069	\$2,269	\$2,500	\$2,747
TV Studio Advisor	\$2,069	\$2,269	\$2,500	\$2,747
World of Difference Moderator MS/HS	\$2,069	\$2,269	\$2,500	\$2,747

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
High School Environmental Club	\$3,419	\$3,700	\$4,016	\$4,285
High School Chess Club	\$1,551	\$1,707	\$1,874	\$2,065
Math Club Advisor	\$1,551	\$1,707	\$1,874	\$2,065
HS Debate Coach	\$3,297	\$3,628	\$3,989	\$4,389
Science Olympiad	\$1,551	\$1,707	\$1,874	\$2,065
Mock Trial Advisor	\$1,551	\$1,707	\$1,874	\$2,065
Director - Musical	\$4,080	\$4,488	\$4,930	\$5,477
Musical Director - Musical	\$4,080	\$4,488	\$4,930	\$5,477
Choreographer - Musical	N/A	N/A	N/A	\$2,406
Academic Challenge	N/A	N/A	N/A	\$1,937
National Art Honor Society Advisor	N/A	N/A	N/A	\$2,734
National Honor Society Advisor (2 positions)	N/A	N/A	N/A	\$2,796
Peer Counseling Advisors	\$967	\$1,135	\$1,172	\$1,287
Student Union Advisors	\$2,865	\$3,143	\$3,461	\$3,809
Thespian Honor Society Advisor + hourly chaperone	\$775	\$852	\$940	\$1,028
Human Rights Club Advisor	\$1,941	\$2,194	\$2,342	\$2,578
Model UN Advisor (chaperone fee not to exceed \$750)	\$1,941 *	\$2,194 *	\$2,342 *	\$2,578 *
Writing Contest Advisor	\$1,551	\$1,707	\$1,874	\$2,065
SADD Club Co-Advisors	\$1,941	\$2,200	\$2,342	\$2,578
Gay Straight Alliance Advisor	\$2,069	\$2,269	\$2,500	\$2,747
Crossing Borders Club Advisor	\$2,069	\$2,269	\$2,500	\$2,747
STEM Supervisor	\$1,551	\$1,707	\$1,874	\$2,065
Technology Group Advisor	\$1,551	\$1,707	\$1,874	\$2,065
Speaker of Other Languages Club Advisor	\$967	\$1,135	\$1,172	\$1,287
Shifting Perspectives	\$2,006	\$2,201	\$2,425	\$2,667
Outing Club	\$967	\$1,135	\$1,172	\$1,287
Origami Club	\$967	\$1,135	\$1,172	\$1,287
Advisor for Habitat for Humanity	\$1,941	\$2,200	\$2,342	\$2,578
Advisor to Akzo Nobel Community Advisory Panel	\$775 *	\$852 *	\$940 *	\$1,028 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

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

* plus hourly chaperone rate with prior administrative approval

SPORTS

Exhibit B-3

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
<u>Baseball</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV	\$4,353	\$4,818	\$5,293	\$5,830	
Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Varsity Assistant Coach	\$4,353	\$4,818	\$5,293	\$5,830	
<u>Basketball</u> -					
Boys' Varsity - Head Coach	\$6,879	\$7,568	\$8,322	\$9,156	
Boys' JV or Assistant Coaches	\$5,163	\$5,562	\$6,241	\$6,867	
Boys' Modified "A"	\$3,700	\$4,271	\$4,421	\$4,843	
Boys' Modified "B"	\$3,700	\$4,271	\$4,421	\$4,843	
Girls' Varsity - Head Coach	\$6,879	\$7,568	\$8,322	\$9,156	
Girls' JV or Assistant Coaches	\$5,163	\$5,562	\$6,241	\$6,867	
Girls' Modified	\$3,700	\$4,271	\$4,421	\$4,843	
<u>Field Hockey</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV	\$4,353	\$4,818	\$5,293	\$5,830	
Modified	\$3,167	\$3,692	\$3,785	\$4,140	
<u>Golf</u> -					
Varsity	\$4,353	\$4,818	\$5,293	\$5,830	
JV	\$3,167	\$3,692	\$3,785	\$4,140	
<u>Football</u> -					
Varsity - Head Coach	\$6,879	\$7,568	\$8,322	\$9,156	
Varsity - Assistant Coaches (3)	\$5,163	\$5,562	\$6,241	\$6,867	
Modified - Head Coach	\$5,163	\$5,562	\$6,241	\$6,867	
Modified - Assistant Coach	\$3,700	\$4,271	\$4,421	\$4,843	
Girls Flag Football	\$6,448	\$7,043	\$7,749	\$8,592	
<u>Gymnastics</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV	\$4,353	\$4,818	\$5,293	\$5,830	
<u>Softball</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV	\$4,353	\$4,818	\$5,293	\$5,830	
Modified	\$3,167	\$3,692	\$3,785	\$4,140	
JV - Assistant Coach	\$3,167	\$3,692	\$3,785	\$4,140	
Modified - Assistant Coach	\$3,167	\$3,692	\$3,785	\$4,140	
<u>Ultimate Frisbee</u>	\$1,551	\$1,707	\$1,874	\$2,065	
<u>Lacrosse-</u>					
Varsity	\$6,879	\$7,568	\$8,322	\$9,156	
JV	\$5,163	\$5,562	\$6,241	\$6,867	
Modified	\$3,700	\$4,271	\$4,421	\$4,843	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
Boys' Varsity Assistant Coach	\$4,353	\$4,818	\$5,293	\$5,830	
Boys' JV	\$4,353	\$4,818	\$5,293	\$5,830	
Boys' Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Girls' Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
Girls' JV	\$4,353	\$4,818	\$5,293	\$5,830	
Girls' Varsity Assistant Coach	\$4,353	\$4,818	\$5,293	\$5,830	
Girls' Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Intramural - Fall, Coed					\$61/hour
Intramural - Winter, Coed					\$61/hour
Tennis -					
Boys' Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
Boys' JV	\$4,353	\$4,818	\$5,293	\$5,830	
Boys' Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Girls' Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
Girls' JV	\$4,353	\$4,818	\$5,293	\$5,830	
Girls' Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Track -					
Varsity Cross Country	\$6,448	\$7,043	\$7,749	\$8,592	
Cross Country Ass't Coach	\$4,353	\$4,818	\$5,293	\$5,830	
Varsity - Winter Indoor	\$6,448	\$7,043	\$7,749	\$8,592	
Winter - Ass't Coach	\$4,353	\$4,818	\$5,293	\$5,830	
Varsity - Spring	\$6,448	\$7,043	\$7,749	\$8,592	
Spring - Ass't Coach	\$4,353	\$4,818	\$5,293	\$5,830	
Modified Cross Country Spring/Winter	\$3,167	\$3,692	\$3,785	\$4,140	

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
<u>Volleyball</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV	\$4,353	\$4,818	\$5,293	\$5,830	
Modified	\$3,167	\$3,692	\$3,785	\$4,140	
Co-ed	\$1,238	\$1,366	\$1,502	\$1,651	
<u>Wrestling</u> -					
Varsity	\$6,448	\$7,043	\$7,749	\$8,592	
JV or Assistant Coaches	\$4,353	\$4,818	\$5,293	\$5,830	
<u>Coaching Index</u> (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$5,163	\$5,562	\$6,241	\$6,867	
Freshman Coaches	\$3,700	\$4,271	\$4,421	\$4,843	
<u>Cheerleading</u> - per season					
Varsity and JV	\$1,809	\$1,989	\$2,190	\$2,405	
<u>Hudsonettes</u> - per season	\$1,630	\$1,730	\$1,843	\$1,970	
<u>Twirlers</u> - per season	\$1,032	\$1,134	\$1,246	\$1,374	
<u>High School Intramurals</u> -					
Miscellaneous Sports					\$61/hour
Athletic Trainer					\$61/hour
Weight Room					\$61/hour
Fitness Club					\$61/hour
Basketball (Fall)					\$61/hour
Fitness (Spring)					\$61/hour
Wrestling					\$61/hour
Fencing					\$61/hour
Lacrosse Co-ed					\$61/hour
Volleyball					\$61/hour
Girls' Basketball					\$61/hour

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

Position	Stipend
Chaperones	All hourly Work associated with student activities (e.g., co-curricular, extra-curricular) is to be paid at a \$40 dollar "hourly rate" of pay for a maximum of eight (8) hours. Any activity over eight hours (including school trips) will receive a maximum of 8 hours per day.

APPENDIX 1

APPR AND PROFESSIONAL DEVELOPMENT

The parties agree that they will commence negotiations concerning Annual Professional Performance Review (APPR) plan for any subsequent changes to law or regulations of the commissioner of education as soon as practicable after adoption or passing of any law or regulation. Any agreement resulting from such negotiations shall be subject to ratification by the Board of Education and the membership of the Association.

The parties agree that the purpose of conducting an APPR is to improve professional practice and ensure successful student performance. APPR must therefore be a significant factor in shaping the professional development opportunities provided to teachers. The District and the Association shall cooperate in designing professional development activities that are appropriate for and responsive to the individual needs of each individual teacher as identified in his/her APPR.

A professional development committee ("Committee") shall be jointly constituted by the District and the Association to oversee all aspects of professional development. A majority of the members of the Committee shall be appointed by the president of the Association. Among the responsibilities and powers of the Committee shall be to: (i) oversee the design, selection and implementation of all professional development activities; (ii) appoint subject area or grade level subcommittees, as needed, to assist in the design and implementation of professional development activities; (iii) ensure that each teacher is afforded the opportunity to participate in selecting professional development activities that are appropriate for his/her needs; (iv) determine the appropriateness and/or effectiveness of existing professional development activities and to direct that changes be made where necessary; (v) consult and advise in the selection of appropriate professional development activities to be used in Teacher Improvement Plans; (vi) ensure that professional development includes training on the Teaching Standards and rubric(s) used in the APPR process; and (vii) make any and all other decisions, other than those requiring the expenditure of additional District funds or those affecting APPR policy and/or implementation, as may be necessary to ensure the continued implementation of effective professional development opportunities for all District teachers.

All costs associated with the provision of professional development will be borne by the District. Every effort will be made to provide professional development within the teachers' contractual day or during contractual after-school meeting time or on days within the contractual work year that are designated for professional development. In the event that professional development must occur outside of the teachers' contractual day or on days other than contractual workdays, teachers will be compensated at the contractual hourly rate.

A. Appeal of APPR Evaluation

1. Within five (5) school days of the receipt of a teacher's annual evaluation, the teacher may request, in writing, review by the original evaluator.
2. The appeal writing shall articulate in detail the basis of the appeal to the original evaluator. As set forth in Section 3012-c of the Education law, the appeal may only challenge:
 - a. The substance of the annual professional performance review;
 - b. The school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education Law;
 - c. The school district's adherence to the regulations of the commissioner and the compliance with any applicable locally negotiated procedures; and
 - d. The school district's issuance and/or implementation of the terms of the teacher improvement plan.

3. Performance ratings of "ineffective" are the only ratings subject to appeal.
4. Within five (5) school days of receipt of the appeal, the original evaluator shall render a determination, in writing, with respect to the issues raised in the appeal.
5. Within five (5) school days of the teacher's receipt of the original evaluator's determination, the teacher may request, in writing, a review by the Superintendent of Schools.
6. Within five (5) school days of receipt of the appeal, the Superintendent shall render a determination, in writing, with respect to the issues raised in the appeal.

PROCEDURE FOR APPEALS OF A SECOND INEFFECTIVE RATING ONLY

7. Notwithstanding the above, an appeal by a tenured teacher of an ineffective rating for a second consecutive time shall be subject to the following procedure.
 - a) A teacher must file such a written appeal within ten (10) school days of the receipt of the annual evaluation. In such an appeal, the teacher has the burden of establishing the basis for the appeal and providing the justification for a change in the rating. A copy must be forward to the Administrator issuing the APPR.
 - b) When filing an appeal, the teacher must submit a detailed written description of the specific areas of disagreement over his or her performance review, or the issuance and/or implementation of the terms of his or her improvement plan and any additional documents or materials relevant to the appeal. The performance review and/or improvement plan being challenged must also be submitted with the appeal together with any supporting documents. Any information not submitted at the time the appeal is filed shall not be considered.
 - c) Within ten (10) school days of receipt of an appeal, the Administrator who issued the APPR or improvement plan must submit a detailed written response to the appeal. The response must include any and all additional documents or written materials specific to the point(s) of disagreement that support the Administrator's response and are relevant to the resolution of the appeal. The teacher initiating the appeal shall receive a copy of the response filed by the Administrator, and any and all additional information submitted with the response, at the same time the response is filed with the Superintendent. The teacher shall have the right to reply in writing to the Administrator's response within five (5) school days.
 - b) Upon receipt of the submission of the Administrator who issued the APPR or improvement plan and any reply the Superintendent shall review the appeal of the teacher as well as the response of the Administrator and any reply. The Superintendent, or his/her designee, may request additional information to assist in the determination of the appeal. Within fifteen (15) school days of the filing of the Appeal the Superintendent or his/her designee shall issue a written determination addressing the issues raised in the appeal. A copy of such decision shall be forwarded to the teacher filing the appeal and the Administrator.

c) Should the teacher not be satisfied with the determination of the Superintendent solely in the case of a eligible teacher has received two consecutive ineffective APPR evaluation ratings, a second tier appeal may be demanded by the teacher in writing for review by an arbitrator selected on a rotating basis from the following list, based upon rotation from those willing to accept the assignment and meet the timeframes of this procedure:

(**Names** _____, The decision of the arbitrator selected shall make a final and binding decision upon the appeal of the APPR evaluation. The Superintendent shall contact the arbitrator for availability with a copy to the Association President and assign the case to such arbitrator by forwarding the written submissions, his/her determination and a copy of the APPR plan. The arbitrator selected shall issue a binding decision within 30 calendar days of the notice of appointment based upon the written submission.

d) In the event that the District then proceeds to a probable cause finding under section 3020-a of the Education Law, and determines to conduct such a disciplinary arbitration, the arbitrator who ruled upon the appeal shall be jointly selected by the teacher and the district to be the section 3020-a hearing officer.

e) In order to take advantage of the procedure outlined above, the tenured teacher must consent in writing at the time of the filing of his/her appeal to the use of the arbitration panel outlined above should the District proceed to find probable cause under section 3020-a of the Education Law. Any such consent shall be signed off on by a representative of the Hastings Teachers Association and must be filed with the appeal. If the teacher is unwilling to do so, the appeal of a second ineffective shall cease at the level of the Superintendent and no right to a second tier appeal shall exist.

f) This appeal procedure shall constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to an APPR and/or improvement plan. A teacher may not resort to any other contractual grievance procedure or arbitration of any kind or judicial or administrative review for the resolution of challenges and appeals related to an APPR and/or improvement plan.

Alternative to Education Law Section 3020-a: Any Education Law Section 3020-a proceeding commenced by the District against a tenured teacher related to a second consecutive ineffective rating shall follow in all respects the mandates of Section 3020-a and the Commissioner's Regulations related thereto except that the SED forms shall not be filed with the Commissioner of Education and instead will be filed with the Arbitrator selected through this procedure together with a notice of appointment from the District Clerk. The cost of the Arbitrator together with cost of any transcript shall be paid by the District.

8. The provisions set forth above shall not alter or affect the rights and obligations of the District or probationary teachers pursuant to Section 3013 of the New York State Education Law.
9. The District will pay for arbitration costs.

8. Teacher of Record

1. Teachers will be able to verify subjects and student rosters assigned to them. A teacher will be provided, by the building Principal, with a verifying roster at the beginning, middle and end of every school year.
2. No later than BEDS day, each classroom teacher shall be informed of students for whom he/she is the Teacher of Record.
3. Any classroom teacher who believes that any such determination is incorrect and/or inconsistent with the standards established by the Commissioner's Regulations for teacher of record determinations shall be entitled to seek review by the Superintendent or his/her designee. The District and the Association shall collaboratively develop a verification procedure to ensure that all teacher of record determinations have been made accurately and in a manner consistent with the standards established by the Commissioner's Regulations prior to using student growth and/or achievement data in an APPR.

8. Teacher Improvement Plan (TIP)

Upon receiving a rating of "developing" or "ineffective," a teacher shall be provided with a Teacher Improvement Plan ("TIP") - APPENDIX 5. The TIP shall be provided as soon as practicable, but in no case later than ten days after the date on which teachers are required to report prior to the opening of classes for the school year. The Parties understand and agree that the sole and exclusive purpose of a TIP is the improvement of teaching practice and that the issuance of a TIP is not a disciplinary action. The TIP shall be developed in consultation with the teacher and union representation shall be afforded at the teacher's request. The Association president shall be timely informed whenever a teacher is placed on a TIP and, with the agreement of the teacher, shall be provided with a copy of the TIP.

1. A teacher will be offered the right to have an Association representative present for any meeting regarding a TIP.
2. If a teacher is rated "developing" or "ineffective", the District shall develop a TIP with the affected teacher.
3. The district shall meet all costs associated with the implementation of TIP (i.e. Professional Development, course work, etc).
4. No disciplinary action shall be taken by the District against a teacher who has met the performance expectations set by a TIP.
5. The TIP shall be in place no later than ten (10) school days after the teachers are required to report to the District the following school year.
6. At the end of agreed upon timeline for the completion of the TIP, the teacher, administrator, mentor (if one has been assigned) and an Association representative (if requested by the teacher) shall meet to assess the effectiveness and appropriateness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

7. Each TIP shall contain the following information
 - a. Areas of Improvement
 - b. Timeline for Improvement
 - c. Differentiated Activities to Support Improvement
 - d. Manner of assessment of improvement will be identified prior to the implementation of the TIP.
 - e. Additional elements may be negotiated at a later date.

D. Rubric

1. The District will use the Charlotte Danielson's Framework for Teaching 2011.
Every teacher will be provided with a copy of Enhancing Professional Practice: A Framework for Teaching by Charlotte Danielson (2011). Appendix 2.

E. Evaluations/Observations

1. All evaluations must be conducted by an evaluator who has been trained on the implementation of the agreed upon rubric. Training will be provided by Danielson Group or other entity that can provide proper certification for lead evaluators in the Danielson rubric (no in-house or turn-key training).
2. All observations will be conducted openly.
3. Each probationary teacher shall be observed by a member of the Administrative staff at the level of Assistant Principal or above, at least three (3) times each year, and at least one of these observations shall be for substantially a full class period (normal 40 minutes). The three observations must be complete by MayP¹.
 - a. Teachers will be given at least two (2) weeks notice of an announced observation.
 - b. A pre-observation meeting will be conducted prior to all announced observations (**APPENDIX 9**)
 - c. All observations will be conducted openly.
 - i. One (1) observation will be unannounced.
 - d. All observations shall be reduced to writing and a copy given to the teacher within five (5) school days after the observation.
 - e. Within five (5) school days after giving the teacher a copy of this observation, the evaluator will arrange for a conference between himself or herself and the teacher to discuss to evaluation. Changes may thereafter be agreed upon (**APPENDIX 8**).
 - f. A teacher may submit a written response, within 10 school days of post-observation conference, which shall be attached to the file copy of the report in question.
4. All tenured teachers will be observed twice (2) a year.
 - a. Teachers will be given at least two (2) weeks notice of an announced observation.
 - b. A pre-observation meeting will be conducted prior to the announced observation (**APPENDIX 10**).
 - c. All observations will be conducted openly.
 - i. One (1) observation will be unannounced.
 - d. All observations shall be reduced to writing and a copy given to the teacher within five (5) school days after the observation.

- e. Within five (5) school days after giving the teacher a copy of this observation, the evaluator will arrange for a conference between himself or herself and the teacher to discuss to evaluation. Changes may thereafter be agreed upon (APPENDIX 9).
- f. A teacher may submit a written response, within 10 school days of post-observation conference, which shall be attached to the file copy of the report in question.

F. Composite Score

Plan Requirements

Under Education Law §3012-c, each teacher must receive an APPR resulting in a single composite effectiveness score (based on a 100 point maximum) and a rating of "Highly effective," "Effective," "Developing," or "Ineffective" (HEDI). The effectiveness score will have the following components:

- 20 (25 Value Added) maximum points from State Growth or Comparable Measures of student achievement
- 20 (15 Value Added) maximum points from Locally Selected Measures of student achievement
- 60 maximum points from other measures of effectiveness, including announced and unannounced observations

The 100-point APPR composite shall be broken down as follows:

1. State Growth or Comparable Measures
Points shall be determined, subject to state mandates, by state assessments or comparable growth measures. The district will use the SEO provided growth scores representing 20 to 25 points. In other cases, the district will follow SEO regulations in the assignment of growth points for teachers who are not provided growth scores by the State.
2. Locally Selected Measure of Student Achievement
 - a. Locally selected measures for student achievement will consist of 20% (15% when a Value Added Measure can be applied to the State Assessment subcomponent) of the overall evaluation for all affected teachers.
 - b. In the first year (2012-2013), the District will assign locally selected measures of student achievement for each grade/ subject using a school-wide measure of student growth or achievement computed in a manner determined locally based on a State, State-approved 3rd party, or district, regional or BOCES developed assessment that is rigorous
 - c. and comparable across classrooms. In those cases where State tests are available for the baseline and the current year, the expectation will be that the percent of students reaching proficiency (or the aspirational level where applicable) will increase (or be maintained if performance is already at a very high level.) APPR points will be assigned based upon comparison to other districts in the State or region using the charts in Appendix 4, which are subject to the approval of the SEO. In those cases where Standardized tests are used, the expectation is that the students in a grade will improve their performance relative the national norms. Points will be assigned using the same chart referenced above.

- d. In future years, the district in consultation with teachers, may develop SLOs based on pre-tests to set targets for the year relative to growth in individual student performance using one of the following assessments: State, State-approved 3rd party, or a district, regional or BOCES-developed assessment that is rigorous and comparable across classrooms. (only allowable for teachers in grades/subjects without a Value-Added measure for the State Growth subcomponent). The teacher will earn up to 20 points based on the success in having students achieve the individual targets.
 - i. Student population will be defined by October 1st of the school year.
 - ii. The learning content will be aligned to common core, state, or national standards.
 - iii. The instructional period must be defined.
 - iv. A baseline measure will be identified and the student population will be assessed against that measure.
 - v. Targets and Scoring.
 1. Progress and assessment will be mutually agreed upon
 2. Documentation of progress and achievement will be mutually agreed upon.
 3. Targets for specific populations will be set collaboratively by teachers and administrators in grade level /subject /department teams. All targets are subject to approval by the Superintendent.
 4. If there are multiple SLOs, then the SLOs will be weighted with the HEDI score.

3. Professional Practice

- a. The Charlotte Danielson Frameworks for Teachers (2011) will be used, which will represent 60% of the teacher's overall evaluation. The Danielson Rubric, which is attached to the end of this Appendix, is generically linked to the New York State Teaching Standards.
 - i. Its four domains are also incorporated into the template that will be used annually to guide each teacher thru the APPR process (Appendix 2). Both the evaluator and teacher for the purpose of goal setting and the development of relevant inquiry questions will use those domains.
 - ii. The teachers will receive orientation in the application of the Danielson Rubric.
- b. Scoring scale & weighted Rubric for 60% are set forth in APPENDIX 10
 - i. Rubric score conversion for the subcomponent are set forth in APPENDIX 3
- c. The below charts outlines the timeframe for the completion of classroom observations.

Announced Observations	#	Observation #1 Date	Observation #2 Date
Probationary	2	By December 1st	By April 1st
Tenured	1	By December 15 th	

The HEDI scoring scales for the subcomponents and the overall composite score are established in the charts below.

Scoring Bands with a growth measure

Categories	Points per category - composite score	Growth based on state assessments	Locally selected measures	Teaching Standards
Highly Effective	91-100	18-20	18-20	59-60
Effective	75-90	9-17	9-17	57-58
Developing	65-74	3-8	3-8	50-56
Ineffective	0-64	0-2	0-2	0-49
Total Points Possible	100	20	20	60

Scoring Bands with value added measures (when applicable)

Categories	Points per category - composite score	Value added based on state assessments	Locally selected measures	Teaching Standards
Highly Effective	91-100	22-25	14-15	59-60
Effective	75-90	10-21	8-13	57-58
Developing	65-74	3-9	3-7	50-56
Ineffective	0-64	0-2	0-2	0-49
Total Points Possible	100	25	15	60

G. Definition of Covered Teacher

1. For the 2012-2013 school year and beyond, these revisions will apply to all affected classroom teachers as defined in regulations by the Commissioner.
2. Bargaining unit members (i.e. Psychiatrists, Social Workers, Guidance Counselors), who are not considered classroom teachers, will not be affected by these revisions and will continue to use previously established APPR regime.

I. Timeline

1. APPR's (APPENDIX 4) will be completed by June 15th of the school year if state test scores or SLOs scores are available at least two weeks prior to that date. If not there they will be issued after the test data is made available to the District.

J. Training Provided for Evaluators and Lead Evaluators

1. The "Lead Evaluator" (Principal) is the administrator who is primarily responsible for a teacher's APPR composite rating. The term "evaluator" (Assistant Principals and/or Directors) shall include any administrator who conducts an observation or evaluation of a teacher.
2. All evaluators shall successfully complete a training course that meets the minimum requirements prescribed by the law. The Superintendent will provide the HTA President with notification of successful completion of all training.

- a. Any administrator or supervisor who participates in the evaluation of teachers for the purpose of determining an APPR rating shall be fully trained and/or certified as required by Education Law §3012-c and the implementing regulations of the Commissioner of Education prior to conducting such evaluation.
 - b. All professional staff will be provided with an orientation on the evaluation system that will include: a review of the content and use of the evaluation system, the NYS teaching standards, re- porting forms and the procedures to be followed consistent with the approved APPR and associated contractual provisions. All training will be conducted prior to the implementation of the APPR process for current staff. Orientation will be conducted within 15 school days of the beginning of each subsequent school year for newly hired staff
3. Inter-rater Reliability
 - a. The Danielson Group or other appropriate certifying agency will provide the same level of training to all evaluators.

K. Forms for Teachers and Evaluators

1. The Committee will create forms that are designed to guide both teachers and evaluators through four phases of evaluation: Self-Reflection, Analysis, Summative Evaluation, and Goal Setting. For each phase, teachers and evaluators share responsibilities for preparation, discussing evidence, and assessing teacher effectiveness in light of the NYS Teaching Standards.

M. Duration

The APPR agreed to the by the **Association and the School District** shall be in effect for the term of the Collective Bargaining Agreement.

N. 2012-2013

The Parties agree that at the end February 2013, they will jointly review the provisions of this agreement and determine if any modifications are necessary. If either party believes that certain provisions of this agreement need to be revised, such provisions will be subject to negotiations.

The district agrees that any teacher who is rated "Ineffective" in their composite effectiveness score for the 2012-2013 school year, the District will not use such rating as a basis for an expedited 30-20a hearing for the pattern of ineffective teaching or performance, as defined by Education Law 3012-c(6).

APPENDIX 2

The below scale outlines the weighted scoring for the domains and subcomponents for the Danielson (2011) rubric.

Domain1: Planning and Preparation 14 oints		24%	
	A. Knowledge of Content and Pedagogy		17%
	B. Knowledge of Students		17%
	C. Setting Instructional Outcomes		17%
	D. Knowledge of Resources		17%
	E. Designing Coherent Instruction		17%
	F. Designing Student Assessments		17%
		Total	100%
Domain 2: Classroom Environment 15 oints		25%	
	A. Respect and Rapport		20%
	B. Culture for Learning		20%
	C. Managing Classroom Procedures		20%
	D. Managing Student Behavior		20%
	E. Organizing Physical Spaces		20%
		Total	100%
Domain 3: Instruction 16 Points		26%	
	A. Communicating with Students		20%
	B. Questioning/Prompts and Discussion		20%
	C. Engaging Students in Learning		20%
	D. Using Assessment in Instruction		20%
	E. Using Flexibility and Responsiveness		20%
		Total	100%
Domain 4: Professional Responsibilities 15 Points		25%	
	A. Reflecting on Teaching		17%
	B. Maintaining Accurate Records		17%
	C. Communicating with Families		17%
	D. Participating in a Professional Community		17%
	E. Growing		17%
	F. Showing		17%
		Total	100%
Total		100%	

APPENDIX 3

Rubric Score to Sub-Component Conversion Chart

Total Average Rubric Score	Category	Conversion score for composite
Ineffective 0-49		
1		0
1.1		8
1.2		16
1.3		24
1.4		32
1.5		40
1.6		49
Developing 50-56		
1.7		50
1.8		51
1.9		51
2		52
2.1		53
2.2		54
2.3		54
2.4		55
2.5		56
2.6		56
Effective 57-58		
2.7		57
2.8		57
2.9		57
3		57
3.1		58
3.2		58
3.3		58
3.4		58
3.5		58
3.6		58
Highly Effective 59-60		
3.7		59
3.8		59
3.9		60
4		60

APPENDIX 4

APPR OVERALL COMPOSITE SCORE

Calculating final composite score of Teacher Effectiveness

Subcomponent	Points Earned	HEDI RATING
A. Student Growth Score (0-20)		
B. Locally Assessment (0-20)		
C. Danielson Rubric (0-60)		
D. Add A+B+C (Max. 100)		

Final Effectiveness Rating: _____

Level	Total Composite
Ineffective	0-64
Developing	65-74
Effective	75-90
Highly Effective	91-100

Teacher Signature _____ Date _____

Evaluator signature _____ Date _____

Teacher's signature does not constitute agreement but merely signifies s/he has examined and discussed the materials with the evaluator. Teachers shall have the right to insert written explanation or response to written feedback of evaluator within 10 days, which may be considered during the Appeals process.

TEACHER IMPROVEMENT PLAN (TIP)

A TIP SHALL be developed by the evaluator and teacher when a teacher's performance on the overall composite score is rated at Ineffective or Developing. A TIP must be completed no later than 10 days after the date on which teachers are required to report prior to the opening of classes for the school.

APPR Overall Rating (HEDI)

TIP Required Overall Composite Score <75

APPENDIX 5

Hastings-on-Hudson UFSD School District Teacher Improvement Plan (TIP)

The sole purpose of the TIP is the improvement of teaching practice. The goal is to provide resources and support for teachers who have been rated as "developing" or "ineffective." The evaluator and teacher will jointly determine the strategies to be undertaken to correct the deficiencies.

Teacher _____
Grade/Subject _____
Evaluator _____
[Teacher Association Representative _____],
Date _____

List the area(s) needing improvement. If there are several, indicate the priority order for addressing them

Priority	Area needing improvement	Performance goal

Describe the plan for improvement with specific, measurable objectives, timeline and process the teacher must meet in order to achieve an effective rating.

Describe the professional development opportunities, materials, resources and supports the District will make available.

Assignment of a mentor teacher ☐ **yes** ☐ **no**

Name of Mentor _____

The teacher, evaluator, mentor (if applicable) and an Association representative (if requested by the teacher) shall meet _____ to assess the effectiveness and appropriateness of the TIP in assisting the teacher to achieve the goals set forth in the TIP. Based on the outcome of this assessment, the TIP shall be modified accordingly.

Evaluator's Signature _____ DATE: _____

Teacher's Signature _____ DATE: _____

**Hastings-on-Hudson UFSD School District
Teacher Improvement Plan (TIP)**

**Meeting
Dates**

Evaluator Comments

Meeting Date _ _ _ _ _

Teacher Comments

Evaluator Comments

Meeting Date

Teacher Comments

Evaluator Comments

Meeting Date

Teacher Comments

Evaluator Comments

Meeting Date

Teacher Comments

Recommendation for Results of TIP

- ☐ The teacher has met the performance goals identified through the TIP.
☐ The teacher has not met the performance goals.

Next Steps

Evaluator's Signature _____

Date

Teacher's Signature _____

Date

Teacher's signature does not constitute agreement but merely signifies s/he has examined and discussed the materials with the evaluator. Teachers shall have the right to insert written explanation or response to written feedback of the evaluator within 10 days, which may be considered during the Appeals process.

APPENDIX 6

APPR Observation Guidelines

Observations will occur over the course of the year in an effort to gather broad evidence.

The teacher prior to a subsequent observation should receive observation feedback. Every effort will be made to provide the teacher with preliminary ratings at the time of the post-observation session.

Teachers will be provided with the opportunities to submit evidence to supplement the observed lesson - such evidence will be considered in the development of a final rating. Teachers or administrators may request an optional post-observation meeting following an unannounced observation.

All of the teaching standards will be assessed through a combination of multiple observations, evidence review and meetings.

(Should it appear that an unannounced observation needs to be ended because there is an alteration to the instructional setting, i.e. emergency, unexpected interruption, etc. the observer will have the discretion to withdraw, regardless of the duration. The teacher, in instance of an emergency, may request the observation be conducted at a later date.)

APPENDIX 7

HASTINGS-ON-HUDSON UFSD SLO TEMPLATE

Teacher Name												
Subject(s) Taught												
School												
20% State Assessment	YES	NO										
20% Local Assessment	YES	NO										
Population												
Learning Content												
Interval												
Evidence												
Baseline												
Target(s) and HEDI Scoring	<table border="1"> <tr> <td>Highly Effective</td> <td>Effective</td> <td>Developing</td> <td>Ineffective</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>				Highly Effective	Effective	Developing	Ineffective				
Highly Effective	Effective	Developing	Ineffective									
Rationale												

APPENDIX 8

HASTINGS-ON-HUDSON SCHOOL DISTRICT Post-Observation Conference Guidelines

TEACHER: _____ DATE _____

SUBJECT: _____ GRADE ____ PERIOD/TIME: ____

1. To what extent were the students productively engaged in the lesson? If not, what do you think occurred?
-

2. Did all students learn what you intended? Were your instructional goals met? What is the evidence?

--

3. Did you alter your goals or instructional plan as you taught the lesson? If so, why?

--

4. What did you like best about this lesson?

--

5. If you had the opportunity to teach this lesson again, what would you do differently and why?

6. What are your next steps?

--

APPENDIX 9

HASTINGS-ON-HUDSON SCHOOL DISTRICT
Pre-Observation Conference Guidelines

TEACHER: DATE

SUBJECT: _ _ _ _ _ GRADE _ _ _ PERIOD/TIME: _ _ _ _

1. What is the main objective of the lesson? Please summarize what you want students to understand, know, or demonstrate as an outcome of this lesson.

-
- 2 How does this lesson fit into New York State curriculum standards, national standards, and/or locally designed curriculum?

--

- 3 How will you know if students have gained understanding or skill development?

--

- 4 What key concepts are reinforced/introduced through this lesson?

--

5 In what ways will students be asked to engage in higher order thinking?

--

6 What difficulties or misconceptions might students generate as you progress through your lesson?

--

7 Where does this lesson fit in terms of your overall unit? (What came before and what will come after this lesson?)

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8 What are some of the challenging characteristics of this classroom?

9 Is there an area of your instructional practice that you would like me to focus on in relations to The Framework for Teaching?
