



# **COLLECTIVE BARGAINING AGREEMENT**

**JULY 1, 2023 – JUNE 30, 2026**

**Island Trees Union Free School District  
Board of Education**

**And the**

**United Teachers of Island Trees  
(AFL/CIO Local Union 1846)**

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## **ARTICLE 1 - DEFINITIONS**

In the terms and conditions of employment which are specified in this Contract between the Island Trees U.F.S.D. and the United Teachers of Island Trees, it is agreed that any language which is gender specific shall equally apply to either gender and that use of such language is not an indication of preference for either gender on the part of either party.

It is further agreed that whenever the word "day" is used without modification that it shall mean any day during the 12-month calendar year except for Saturdays, Sundays, holidays, and recess periods when the district offices are closed as designated on the district calendar for 12-month, civil service employees.

When the term "school day" is used, it is agreed that it refers to any day that the entire teaching staff is required to be in attendance during the regular school year (inclusive of secondary testing schedules when principals may allow teachers to work off-campus for the purpose of grading papers).

It is also agreed that the terms "contract salary" and "base salary" shall be synonymous and shall refer to the annual amount which an individual teacher receives for his teaching and non-teaching assignments during the regular work day including longevity pay as defined herein. Additional payments which are excluded from this amount are, for example, monies paid for extra-curricular assignments (such as coaching, advising, directing, etc.); monies paid as stipends to persons for leadership and the like; monies paid for an extended work year, work day, or work week (for example, summer school teaching, summer counseling, additional curriculum work, home tutoring, driver education instruction, Saturday recreation instruction, adult education instruction, payment to counselors and psychologists for an extended work year, and the like).

It is agreed that the term "short term" employee is defined as a person who has been in the employment of the District for a period of time less than all the work days in a two month period. A professional employee who works beyond this short-term period in a single assignment must be placed on the contract salary schedule.

## **ARTICLE 2 - RECOGNITION**

The Board recognizes the U.T.I.T. as the exclusive bargaining agent with respect to salaries, wages, hours, and other terms of employment for all members of the professional staff, excluding the Superintendent of Schools, Assistant Superintendents, Administrative Assistants, Principals, Assistant Principals, Directors, and Managers.

The Board will not enter into any written agreement with any group of teachers who request representation by any organization other than the United Teachers of Island Trees.

## **ARTICLE 3 - NEGOTIATION COMMITTEE**

The Negotiating Committee of the U.T. I. T. shall be composed of no less than three or more than five members of U.T.I.T. The President of U.T.I.T. is an ex officio member of the committee and will not be included in the number of permissible committee members.

Both parties may avail themselves of the use of consultants or advisors at the negotiation sessions at their own cost and expense.

If any negotiation sessions between the Board and the U.T.I.T. are held during the school day, the members of the U.T.I.T. negotiating committee attending such sessions will receive their regular compensation for such time.

#### **ARTICLE 4 - NEGOTIATING PROCEDURE**

Negotiations shall begin no later than one hundred and thirty-five days prior to budget submission except by mutual consent of the parties.

While no final agreement shall be executed without ratification by the U.T.I.T. and the Board, the parties mutually pledge that their representative will be clothed with all necessary power and authority to make proposals, deliberate upon them, offer counterproposals, and reach mutually acceptable compromises in the course of negotiations. All final agreements shall be in writing. Such agreements shall be adopted as a formal resolution by the Board.

During official negotiations, the Board, the Superintendent, and the U.T.I.T. negotiating committee shall exchange all available information relevant to the matters under negotiation in order to assist in developing constructive proposals and programs. This shall include, but shall not be restricted to, the total dollar amount of teacher salaries, total dollar amount of teacher fringe benefits, annual financial report of the district, and the number of teachers on each salary step.

#### **ARTICLE 5 - DUES DEDUCTION**

The Board agrees to deduct from the pay of its employees for the United Teachers of Island Trees, the dues as set forth by the U.T.I.T. and to transfer said dues to the U.T.I.T. within five days after each payroll deduction date. The payroll dates for said deduction shall be determined by mutual agreement between the Superintendent and the Executive Committee of the U.T.I.T. Teacher authorizations will be in writing.

The Board of Education shall be held safe and harmless in connection with disputes over teacher authorization of payroll deductions.

#### **ARTICLE 6 - GRIEVANCE PROCEDURE**

An employee who believes that he has been unjustly dealt with or that any provision of this Agreement has not been properly applied or interpreted or claims that a violation, misinterpretation or inequitable application of the existing rules, Board policies or by-laws has occurred, may present his written grievance in person, or through his representative within ten school days to his Building Principal, who shall evaluate the grievance and render his written decision within ten school days.

If the grievance is not settled, it may be submitted, in writing, to the Superintendent of Schools within ten school days, who shall render a decision within ten school days.

If the grievance remains unsettled, it shall be submitted by the U.T.I.T. to arbitration. An arbitrator shall be selected in accordance with the Voluntary Labor Arbitration Rules of the American Arbitration Association and the Voluntary Labor Arbitration Rules shall apply to all arbitration procedures except as provided below. The arbitrator shall have jurisdiction only over disputes as submitted by the parties and in no event shall have the authority to add to, subtract from, or amend the provisions of this agreement. A final decision and/or award of the arbitrator shall be made within thirty days after the closing of the hearing. Such decision and/or award

shall be advisory upon the parties. This decision and/or award shall be reviewed by the Board of Education at its next scheduled meeting following receipt thereof. Within 10 days of such meeting, the Board shall notify the U.T.I.T. of its position on the decision and/or award, in whole or in part, it shall be obligated to assemble in joint session (in 20 days) with the U.T.I.T. Executive board to review its reasons and to hear rebuttal. It is understood that any decision of the Board is subject to review by the Commissioner of Education or to determination by the Courts.

#### **ARTICLE 7 - TEACHER ADMINISTRATION LIAISON**

Building Representative. The U.T.I.T. shall select one or more representatives from among its members. One school building representative shall meet with his/her respective building principal approximately once every five calendar weeks, at their mutual convenience, during the school year to discuss local school problems and practices.

The designated building representative shall have the right to schedule U.T.I.T. meetings before or after school or during the lunch period in his or her building as long as it does not interfere with school routine. Prior notice shall be given to the building principal.

The building representative shall be provided with not less than ten minutes' time after all building faculty meetings to report on matters involving the representation of teachers by the U.T.I.T.

The building representative shall be allowed free time during school hours each week to perform his/her duties under this Agreement. This free time shall be arranged in consultation with the building principal.

#### **ARTICLE 8 - PROFESSIONAL DEVELOPMENT**

It is agreed that members of the professional staff will engage in activities that will enhance their knowledge and skills in teaching, in general, and in their field of expertise, in particular. Much of this will be voluntary and may result in advancement on the salary schedule (see Article 9). In addition to voluntary activities, teachers will be required to participate in the following activities that occur outside the normal teacher day without compensation beyond their scheduled salary.

- A. The members of the professional staff will participate in up to 20 hours of professional development activities during each year of this agreement.
- B. Members of the professional staff commencing employment after July 1, 2004, will be required to build and maintain a portfolio as outlined in the Professional Development Plan.

#### **ARTICLE 9 - SALARY SCHEDULE PLACEMENT AND ADVANCEMENT**

It is agreed that nothing contained in the following will reduce the step and column placement of a teacher employed as of June 30, 1992. Neither will anything contained in the following increase the column placement of a teacher employed as of June 30, 1992, unless the teacher qualifies for movement to a higher column through the completion of credits and degrees as specified.

- A. Initial Placement. The District has the right to grant as much or as little prior service credit as it wishes in order to establish the employee's initial step provided, however, that year for year credit for U.S. military service will be granted to a maximum of two years. Column

placement shall be according to the degree and credits earned by the individual but not less than the BA column. The individual's degree and credits beyond will be established prior to appointment by the Board subject to verification by college transcripts. This placement (e.g., BA+9) will not be increased subsequent to appointment by the Board.

- B. Step Movement. On September 1 of each year, every employee's step will be established for the ensuing school year: If the employee has provided one-half (.5) year or more of service during the previous school year his or her step will be increased by one from the previous step placement.
- C. Column Movement. In order for a teacher to move to a higher column on the salary schedule, he or she must earn the appropriate college credits, in-service credits, or degree. No credits (in service or collegiate) or degrees will be accepted for column advancement unless they have been approved prior to enrollment of the class or degree program, by the Superintendent or his designee.

Upon completion of a course or degree, it is the teacher's obligation to secure documentation of this for the District. (In-service credits earned in Island Trees and through BOCES will be posted to the teacher's record upon receipt of attendance verification.) At such time as the teacher believes he is entitled to column advancement; it is his obligation to notify the District in writing of this entitlement and its basis. On October 1 and March 1 each year, the District will adjust column placement and salary for all teachers who have so filed and for whom documentation has been received.

Such increases in salary will be retroactive to the first of the previous month.

D. Definitions

1. When the phrase credit is used herein, reference is to credits awarded for a semester of study in an institution recognized by NYS. When college degrees are specified (BA, MA/MS, Doctorate), reference is to degrees granted in programs in institutions recognized by NYS. Reference to a doctorate shall mean earned Ed. D, Ph.D. or Doctor of the Arts in the employee's teaching field.
2. Except when on leave of absence, the maximum number of college credits which can be earned is 12 during each school year (September 1 to June 30) and 12 credits during the summer (July 1 to August 31). These dates are for course advancement only. Teachers who face unusual circumstances may request special consideration.
3. No more than 30 in-service credits may be used for column advancement. In-service credits earned can be used as additions at any degree level. For example, a teacher who has 15 approved in-service credits for advancement to the MA + 15 columns.

In the event Island Trees offers an in-service course or courses (participation in which is at the discretion of the district) for which credit will be awarded upon successful completion, such credit will be awarded regardless of the number of in-service credits which a teacher may have accumulated. This does not apply to in-service courses offered by other institutions such as BOCES or NYSUT.

4. Approval will not normally be given for course work outside (a) a teacher's tenure area or (b) courses in professional education. For example, courses in religion and courses leading to a degree in another profession will not be approved.

5. Collegiate course work submitted for salary schedule advancement beyond the MA/MS must be at the graduate level.
6. Teachers who are denied approval for courses they wish to take for column advancement may request a review with the Superintendent and to be represented at such review by the U.T.I.T.
7. When a salary column specifies a number in addition to a degree, it is understood that the credits specified (except for in-service credits as specified in paragraph 3 above) must be earned subsequent to the awarding of the degree. It is also understood that the heading "B.A." or "M.A." also refers to "B.S." or "M.S." degrees, and that the term "DOC" refers to a Ph.D. or Ed. D. but not to a degree which is less than the terminal degree in a field (such as a Doctor of Law).
8. Starting July 1, 2021, no more than thirty (30) credits may be taken as on-line courses unless they are granted as part of a graduate level program from a college/university. On-line in-service credits obtained prior to July 1, 2021 are not counted toward these totals.
9. Teachers who take classes for the purpose of salary advancement, which start in one time period and end in the other as defined in Article 9 D-2 of the Collective Bargaining Agreement may choose the session in which the credits shall apply. For example, a course starting June 20th and ending July 15th may be applied toward the 12 credit limitation for either the school year or summer session at the teacher's discretion.

#### **ARTICLE 10 – ACCOUNTABILITY**

The U.T.I.T. and the Board agree to join in an effort to develop objective criteria of professional accountability. An attempt will be made to set up a practical system to determine, by analytical methods, the contribution of each member of the professional staff by pupil performance.

#### **ARTICLE 11 - ASSIGNMENT, TRANSFER AND PROMOTION**

- A. Assignment of New Teachers. The Building Principal shall assign all newly hired personnel to their specific positions which shall be in the type of service for which the teacher has been hired, subject to the regulations of the Commissioner of Education.
- B. Notice of Status Change. The following indicates the final day upon which action can be taken by the appropriate party:
 

|            |                                                                                                               |
|------------|---------------------------------------------------------------------------------------------------------------|
| January 31 | Retirement notice to District for June 30 terminal pay qualification.                                         |
| April 15   | Resignation notice to District for teachers on leave to qualify for terminal pay.                             |
| June 30    | Notice to teachers of non-retention for September 1 due to excession, termination, or non-granting of tenure. |
| May 15     | Notice of medical insurance opt out to District.                                                              |
| June 15    | Notice to teachers of building assignment for the following year.                                             |
| July 15    | Notice to teachers of probable teaching assignments for the following year.                                   |

August 1                      Resignation notice to District to qualify for termination pay (except for verifiable sudden serious illness or injury).

- C. Notice of an Application for Promotional Vacancies. For purposes of this Article, a "promotional position" is defined as any position paying a salary differential and/or any position on the administrative and/or supervisory level, including but not limited to positions as supervisor, director, principal, assistant principal, department head, lead teacher or counselor.

Whenever any vacancy in a promotional position occurs during the school year, it will be adequately published by the Administration by means of a notice placed on bulletin boards at least ten school days in advance of the appointment. If a vacancy occurs during the summer, all personnel certified for the position shall be notified by mail at least 25 days in advance of the appointment. Qualifications for the position and its general duties will be set forth.

- D. Voluntary Request for Transfer. Teachers desiring a change of grade or subject assignment or who desire to transfer to another building may file a written request with the Building Principal with regard to intra-school assignment and with the Superintendent of Schools with regard to transfer to another building no later than March 1. Copies of the building transfer request should also be filed with the principals involved. Such request shall include grades, subjects and school desired and may or may not be related to specific vacancies.

In the determination of request for voluntary reassignment and/or transfer, the wishes of the individual teacher will be honored wherever possible.

In the event of multiple requests for the same position, weight shall be given to seniority, level of training, and length of experience in the field required by the new assignment.

- E. Involuntary Teacher Transfer. Whereas the U.T.I.T. realizes that transfer or reassignment of teachers to grade and/or subject areas within or between buildings may be necessary to promote educational programs and provide the best instruction for the students, notice of such transfers and/or re-assignments should be made known to the teachers involved as soon as possible and, under normal circumstances, no later than June 15. When the need for transfer and/or reassignment occurs, volunteers from among those meeting the qualifications for the position will be considered and, in all cases, serious consideration will be given to the requests of all teachers involved.

In addition, due consideration will be given to the educational needs of the District and the avoidance of unreasonable dislocation and disruption of the teacher. In some cases, this will include consideration of multi-building assignments on a rotating basis.

When the need for a transfer between grades and/or between buildings is identified, the teachers affected will be given written notice of the proposed transfer and the reasons for it. If the change is within a building, this notice will be provided by the principal. In other cases, the notice will be provided by the Superintendent or designee.

Upon receipt of such notice, the teacher is to respond, in writing to her current building principal, within five days as to whether (1) the assignment will be accepted without further discussion or (2) review of the matter with the Superintendent is desired. (In the absence of a response by the deadline, it will be assumed that further review is not desired.) If a



review is requested, the Superintendent (or designee) will schedule a meeting with the teacher and the U.T.I.T. President (or designee) to take place within 20 days of the date on which notice of the proposed transfer was given to the teacher.

The rights of teachers who are transferred cannot be diminished in any way except as provided by NYS Education Law and the Regulations of the Commissioner of Education.

- F. Notices of Hiring and Transfer. Within 5 work days the U.T.I.T. will be provided information showing the names of all teachers who have been hired, reassigned, or transferred. Such information will include the names and addresses of every new teacher hired in the school.
- G. Salary for Promotion Positions. Teachers who have been promoted to positions within the bargaining unit shall receive the salary normally paid by the District for such positions. The provisions hereof shall apply to new positions created within the bargaining unit as well as to vacancies occurring in existing positions.

## **ARTICLE 12 - FACILITIES**

### **A. School Building Facilities**

1. The District will maintain a communication system which allows teachers to communicate with the main office from their classrooms.
2. The District will ensure that teacher rest rooms are adequately lighted, heated, ventilated, supplied, and cleaned.
3. Teachers shall not be required to work under unsafe, unhealthy or hazardous conditions nor shall they be required to perform tasks which endanger their health, safety, or well-being including, but not limited to, teaching in rooms which are inadequately heated or ventilated.
4. The District will maintain clean and comfortably furnished teacher lounges in each school building. It is agreed that the air conditioners currently installed in faculty rooms will be maintained in good operating condition.
5. The District will maintain, whenever possible, a separate teacher work area in each school which shall contain equipment necessary to the teaching task such as computers, duplicating equipment, and telephone. It is agreed that such equipment will be maintained in a serviceable condition and will be replaced when conditions warrant.

### **B. Classroom Facilities**

1. Whenever possible, each classroom will be adequately heated and lighted and will be furnished with a serviceable desk and chair for each pupil and each teacher and adequate closet or cabinet space where teachers may store instructional equipment.
2. The Board will do everything possible to provide adequate facilities for special classes including but not limited to art, music, physical education, home economics, industrial arts, speech therapy, and laboratory sciences.
3. Whenever possible, the number of students shall not exceed the number of stations in any classroom, laboratory, or facility.

- C. Facilities and Department Chairpersons. If facilities are available, each department chairperson shall have office space adequately heated, lighted, ventilated, and suitably furnished with adequate storage and cabinet space for materials and files.
- D. Facilities for Psychologists. Each psychologist shall have adequate office space, adequately heated, lighted, air conditioned, suitably furnished with adequate storage and cabinet space. Each office will be equipped with an outside extension telephone.

### ARTICLE 13 - PROTECTION AND STUDENT DISCIPLINE

- A. Parent-Student Complaints. The U.T.I.T., along with the Board, recognizes the need to rectify bona fide complaints that may arise from parents and students. Such complaints should first be brought by the parent to the attention of the teacher immediately responsible. In the relatively few cases where satisfaction is not forthcoming, the matter should be brought to the attention of the Building Principal. If further action is deemed necessary, the matter may be brought to the attention of the appropriate administrator. The Superintendent of Schools would then be available for consultation. If it is still felt that further action is necessary, the matter may be presented in writing through the Superintendent of Schools to the Board.
- B. Discipline. Teachers have the right to physically defend themselves against assaults to a degree sufficient to ward off bodily harm to themselves.
- C. Adjustment to Discipline. After the first exclusion, the Principal may have the child and a parent attend a conference on school rules. The school may be represented at this conference by the Principal or his designee.

### ARTICLE 14 - TEACHING HOURS

- A. Work Day. The parties mutually recognize that the hours specified below are not inclusive of the total preparation and study time required of the professional educators specified.
  - 1. Grade K-6 classroom, Speech, Reading, and Mathematics Teachers (K-4).
    - a. The workday shall be 6 hours and 50 minutes in length, inclusive of lunch, with no more than 4 hours and 50 minutes of class contact time. Administrative duty assignments shall follow past practices. Other available time shall be used, as in the past, for extra-help, parent conferences, conferences with other professionals (including administration), and preparation. Meetings requiring teacher attendance before school, after school, during lunch time, or during preparation time will not be excessive. (Elementary teachers assigned to the Middle School will have the same length school day as secondary teachers.)
    - b. Teachers shall arrive at least 20 minutes prior to pupil attendance time and will remain at least 10 minutes after pupil dismissal (providing it does not interfere with duty schedules).
    - c. The classroom day shall begin as close to 8:45 a.m. as transportation arrangements (such as coordination with the secondary schools) will allow. Elementary school hours will be established by the District in consultation with the U.T.I.T.
    - d. The lunch period of not less than 45 minutes shall be duty-free and shall be

scheduled at the same time as the students' lunch/recess. No teacher shall be required to schedule parent conferences or to receive unscheduled phone calls except in emergencies.

- e. Daily preparation periods of 45 consecutive minutes will be provided whenever possible.
2. Grade K-8 Art, Music, Physical Education, and Library Teachers (Specials)
- a. The workday shall be 6 hours and 50 minutes in length, inclusive of lunch, with no more than 4 hours and 30 minutes of class contact time including administrative and supervisory assignments. Other available time shall be used, as in the past, for extra-help, parent conferences, conferences with other professionals (including administration), and preparation. Meetings requiring teacher attendance before school, after school, during lunch time or during preparation time will not be excessive.
  - b. Teachers shall arrive at least 20 minutes prior to pupil attendance time and will remain at least 10 minutes after pupil dismissal (providing it does not interfere with duty schedules).
  - c. The lunch period for grades K through 4, shall not be less than 45 minutes. The lunch period for teachers assigned to grades 5 through 8, who are assigned to a secondary school, shall be one (1) teaching period in length (45 minutes for an 8-period day; not less than 40 minutes for a 9 period day). Such lunch period shall be duty free and shall be scheduled by building administration, provided such period is scheduled when the elementary building's cafeteria, or either of the secondary cafeterias, as applicable, are open and serving lunch.
  - d. Daily preparation periods of 45 minutes will be provided in units of not less than 10 minutes.
3. Counselors, Psychologists, Social Workers, Speech Teachers, and Librarians.
- a. The workday shall be 7 hours and 5 minutes in length, inclusive of lunch, during which time the named professionals will be involved with class presentations, group presentations, individual conferencing and instruction, parent conferences, conferences with other professionals (including administration), preparation, and non-duty periods of reasonable duration scheduled in consultation with the principal(s).
  - b. The District may extend the workday should it wish to institute a nine-period day without regard to the starting time for homeroom (or the first class) or ending time of the last class so long as the student day is not extended by more than 5 or 10 minutes, approximately.
  - c. Teachers shall arrive at least 30 minutes prior to pupil attendance time and will remain 20 minutes after pupil dismissal (providing it does not interfere with duty schedules).
  - d. The lunch period of not less than 45 minutes shall be duty free and shall be scheduled between 11:00 a.m. and 1:00 p.m.

4. Other Secondary Teachers (7-12).

- a. The workday shall be 7 hours and 5 minutes in length, inclusive of lunch, with no more than 4 hours and 45 minutes of student contact time in classes, homeroom, study halls and other supervisory assignments, subject to the limitations further specified. Other available time shall be used, as in the past, for extra-help, parent conferences, conferences with other professionals (including administration), and preparation.
- b. The District may extend the workday should it wish to institute a nine-period day without regard to the starting time for homeroom (or the first class) or ending times of the last class so long as the student day is not extended by more than 5 or 10 minutes, approximately.
- c. Teachers shall arrive at least 30 minutes prior to pupil attendance time and will remain 20 minutes after pupil dismissal (providing it does not interfere with duty schedules).
- d. The lunch period shall be one (1) teaching period in length (45 minutes for an 8 period day; not less than 40 minutes for a 9 period day), duty-free, and shall be scheduled by building administration, provided such period is scheduled when either of the secondary cafeterias (periods 3-8) are open and serving lunch. Teachers may be assigned such lunch period between periods 3-8 of their respective buildings.
- e. A teacher can be scheduled to teach an average of 5 periods over the course of the school year plus 1 non-instructional period. The schedule may have 4 periods of instruction in the first or second semester and 6 periods of instruction in the opposite semester. i.e.;  $(4 + 6)/2 = 5$  period average plus one non-instructional period. In addition, a teacher's schedule can change on an every other day basis. i.e.; teaching 4 on A days and 5 on B days for one semester and then teaching 5 on A days and 6 on B days for the opposite semester plus 1 non-instructional period.

Teachers may volunteer for a seventh assignment in lieu of a preparation or lunch period. In such cases, the compensation for teaching an additional class shall be one-sixth of the M.A. step 7 rate if such service is for the entire school year. (The daily rate is 1/200 of this.) The compensation for lunchroom supervision shall be at the rate specified in appendix D, 6.

- f. Special teachers (art, music, library, physical education) may be assigned to six periods of instruction per day. Such assignment shall be in lieu of five instructional periods and one supervisory period.
  - g. The number of preparations, whenever possible, shall not exceed three unless it is the teacher's preference. For purposes of this subsection, different subjects and grade levels and different groupings within the same grade level, shall be considered as different preparations.
  - h. Each teacher shall have a period of his/her daily schedule identified as a preparation period.
5. When assignment of a teacher is to multiple buildings on the same day of the week,

principals will attempt to make accommodations in the teachers' total schedule to mitigate the effect of travel between buildings.

6. Variation in the Work Day. It is recognized by both parties that not all details of schedules can be specified. This is especially true of teachers whose work day takes them into both elementary and secondary schools (e.g., instrumental music teachers) and of elementary teachers assigned to a primarily secondary building (e.g., sixth grade teachers assigned to the middle school). In such cases, the work day and schedules will be developed which are in the best interest of the instructional program, students, and staff and will be subject to the joint approval of the Superintendent of Schools and the President of U.T.I.T.

It is also recognized that variations in schedule will occur from time to time due to special programs which are presented or developed. Programs which are cooperatively developed by staff and/or supervisors are to be submitted to the President of the U.T.I.T. and the Superintendent of Schools for joint approval.

- B. Release Time for U.T.I.T. Because of liaison duties, the U.T.I.T. president and two vice presidents will not be assigned to non-instructional duties.
- C. Obtaining Substitutes. If a teacher is unable to be at work, he should communicate that fact to the appropriate person in time to allow for the securing of a substitute. Whenever possible the person securing substitutes should be notified the day or evening before an absence. A detailed program of work for the day should be available and so arranged that the substitute can proceed with the regular day's program.
- D. School Calendar. The U.T.I.T. shall be consulted in developing the school calendar for each year. The U.T.I.T. shall be notified when discussion of the calendar commences.
- E. Teachers are authorized to leave the school building in which they are employed during their lunch period.
- F. Compensation time for all guidance counselors for evening activities. It is expected that all guidance counselors will be actively involved in evening activities for parents and/or students as they pertain to the guidance function. This may include, but is not limited to, college planning nights, financial-aid night, senior awards night, and student orientation. Counselors shall receive compensation time for any event attended that is previously listed on the school district calendar. For events or meetings not listed on the calendar, counselors must receive prior approval from the appropriate building administrator to receive compensation time. Compensation time shall be mutually agreed to and counselors must give prior notification, through District short-term leave form, to building administration.
- G. Mandatory Extended Work Year. Those staff members (counselors, chairmen, lead teachers, psychologists) required to work during the summer shall be compensated at the rate of 1/200 of their current step. Notification that such work is required must be given to the staff member concerned no later than April 15<sup>th</sup>.
- H. Parent Conferences. In addition to Back-to-School night, all teachers shall take part in a parent conference day in lieu of regular teaching duties. In the fall there shall be one parent conference day which shall begin at 2:00 p.m. and end at 9:00 p.m. (1:00 p.m. and end at 8:00 p.m. in the elementary schools), inclusive of a one-hour dinner break. At the

elementary level, teachers will be released from regular duties for two additional half-days for parent conferences.

- I. Class makeup. Principals will consult with elementary teachers regarding class groups.
- J. Student Transfers. Students will not be transferred from one class to another after the first eight meetings of the class without consultation between the principal and the two classroom teachers involved with the transferring student.
- K. Classroom and special area teachers in grades k-4 will be released from teaching assignments for two half days after June 1<sup>st</sup> of each year to permit them to complete their end-of-year responsibilities.
- L. In the event school is not closed for a snow day in a given year, then school will be closed the Friday before Memorial Day weekend.

#### **ARTICLE 15 - TEXTBOOKS**

- A. The Board will provide sufficient textbooks to ensure that each pupil in a classroom has textbooks for his own use.
- B. In choosing a textbook the Board will give serious consideration to recommendations of a majority of the classroom teachers who will use it after they have had sufficient opportunity to consider alternate choices.

#### **ARTICLE 16 - SUPPLIES**

- A. Adequate Supplies
  - 1. Every effort will be made to maintain all office equipment in good operating condition by regular preventive maintenance. The Board shall maintain and make necessary arrangements for the proper repair and maintenance of all other educational equipment.
  - 2. Each elementary school shall be equipped with at least one operable copier machine and one operable computer with paper and supplies for teacher instructional use. Such machines will be located as conveniently for teacher use as facilities permit.
  - 3. The secondary schools shall be equipped with sufficient duplication equipment and computers for teacher use. Such machines will be located as conveniently for teacher use as facilities permit.
- B. Material and Equipment. Every effort will be made to see that material and equipment will be available when needed.

#### **ARTICLE 17 - TEACHER EVALUATION AND RECORDS**

The District and the UTIT agree that they will commence negotiations concerning the new Annual Professional Performance Review Plan (APPR) for the 2015/16 school year, as soon as practicable so as to ensure compliance with the applicable amendments to the Education Law contained in the Education Transformation Act of 2015 (part of the 2015-16 educational reforms contained in the budget legislation). Any agreement resulting from such negotiations shall be subject to formal approval by the Board of Education and ratification by the membership of the UTIT. The parties hereby express their intent to conduct such negotiations in an expeditious

manner so that a new APPR plan can be submitted to the Commissioner of Education for approval of the plan on or before November 15, 2015.

#### **ARTICLE 18 - ACADEMIC FREEDOM**

The District's educational program is keyed to the preparation of students for intelligent and meaningful participation in a democratic society. The Board and the U.T.I.T. agree that academic freedom is essential to the fulfillment of this purpose.

Accordingly, it is agreed that teachers shall have the right to introduce and explore controversial material, provided only that the material and the manner in which it is presented are in good taste, appropriate to the grade level, and relevant to course content. Every effort will be made to present all sides of controversial issues.

It is understood that any topic not included in the curriculum approved by the Board of Education will not be taught. Knowledge of Board approved course content is the responsibility of each staff member.

#### **ARTICLE 19 - THE RIGHT TO PERSONAL PRIVACY**

- A. The private and personal life of a teacher is not within the appropriate concern or attention of the Board except as it may interfere with the teacher's responsibilities to the relationships with students and/or the school system. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any teacher outside of school, or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing they do not violate the laws of the State of New York or the United States.
- B. Teacher pay checks will be placed in envelopes and distributed by an individual designated by the Principal. This distribution will not be made in the classroom.
- C. In agreeing to recognize privacy rights of employees the district assumes the responsibility of maintaining the confidentiality of salaries and agrees not to publish salaries of individuals without their expressed consent or the consent of the U.T.I.T.

#### **ARTICLE 20 - SICK LEAVE**

- A. Regular Sick Leave. A regularly appointed teacher shall be eligible for sick leave as follows:
  - 1. Teachers will be allotted ten days each full year of employment for which they may be absent without salary deduction. Such days which are not expended at the conclusion of the school year shall be added to the sick days available for the succeeding year. There is no limit on the number of sick days which may thereby be accumulated. In no circumstances, however, shall an employee who provides no professional services in a school year be entitled to the allotment of 10 sick and 3 personal days.
  - 2. A principal may require at his or her discretion a physician's statement after any absence due to illness.
  - 3. The District may require a teacher to submit to a medical examination by a physician or psychiatrist of its choice and at its expense.

4. Tenured teachers who have resigned from the Island Trees U.F.S.D. will, upon returning to the system within (5) years after resignation be granted previously accumulated and unused leave days, up to a maximum of thirty (30) days.
- B. Extended Sick Leave. A regularly appointed teacher who has accumulated 26 or more sick days at the onset of an incapacitating illness or injury shall be entitled to absence without salary deduction as specified below. The acceptance of an illness or an injury as “incapacitating” shall be made by the District medical board and may be terminated by it upon subsequent examination.
1. A teacher upon exhaustion of an accumulation which is 26 days or greater but less than 60, shall be entitled to be absent for an additional equivalent period without loss of salary. For example, a teacher has accumulated 30 days of sick pay at the time an injury occurs which prevents him or her working for 90 days. For the first sixty days this teacher would continue to receive full salary; for the next 30 days, this teacher would receive no salary.
  2. A teacher, upon exhaustion of an accumulation which is 60 days or greater, shall be entitled to be absent without loss of salary for an additional period of incapacitation which is the sum of 60 plus one additional day for each unit of three days accumulated in excess of 60 at the time the illness or injury commenced. For example, a teacher has accumulated 180 days of sick pay at the time an injury occurs which prevents him or her working for 300 days. This teacher is entitled to use his or her own 180 days plus 100 extended sick days (60 plus 120 divided by 3) which results in 280 days of absence prior to loss of salary. Thus, only the final 20 days of this absence due to injury is without full salary compensation.
  3. A teacher returning from extended sick leave will have no further sick leave for that school year. Any further sick leave or extension of extended sick leave, if allowed, will be at the discretion of the Superintendent of Schools with the approval of the Board of Education.

#### **ARTICLE 21 - TEMPORARY LEAVES OF ABSENCE**

Professional employees shall be entitled to the following leaves of absence with pay each school year:

- A. Three (3) days of personal leave with no requirement, except as set forth below, for specifying reasons for such leave. Unused personal leave will be converted to sick leave at the end of each school year. The proper forms shall be completed in accordance with procedures now in effect in the District.

Personal days must be used for personal business or obligations only, that cannot be scheduled or attended to outside of the hours of the work day. Personal days may not be used to extend any vacation or holiday. Furthermore, personal days may not be used on make-up days which result from days off for snow or inclement weather.

In the event a personal day is needed for one of the aforementioned days, a personal day request form (with reason stated) may be submitted to the Superintendent of Schools who will approve the request if it is for an emergency or extenuating circumstances, e.g. court appearance, IRS audit, funeral, etc.

- B. Up to five days in any one year in the event of the death of a member of a teacher's



immediate family which shall be defined as a mother, father, spouse, children, brother, sister. Up to three days shall be allowed for grandparent, grandchild, sister-in-law, brother-in-law, mother-in-law or father-in-law. One day shall be allowed for the death of a sibling of the teacher's mother or father. One day shall be allowed for the death of a niece or nephew (a child of a sibling of the teacher). Special cases will be subject to the approval of the Superintendent of Schools.

- C. Time necessary for U.T.I.T. Representatives to attend New York State United Teachers, National Education Association and/or American Federation of Teachers conventions and conferences: three people for two days for convention on instruction; two people for three days at New York State United Teachers Convention. Total of twelve days.
- D. One day for two members of the New York State Retirement System to attend a convention.

Leaves taken under the provisions of this Article will be in addition to sick leave and will not be deducted from sick leave. In no case will a teacher be required to arrange pay for a substitute.

- E. A teacher taking leave in accordance with this article shall give as much notice as possible.

## ARTICLE 22 - EXTENDED LEAVES OF ABSENCE

- A. Leaves of Absence for Professional U.T.I.T. Officers and Members. The president of the U.T.I.T. or any other officer of the U.T.I.T. or any teacher designated by the U.T.I.T., shall, upon request, be granted a leave of absence without pay or benefits not to exceed two years. Such leave shall be for the purpose of engaging in local, state, or national association activities. Upon return from such leave the teacher shall be entitled to a position in the school system comparable to the one held prior to leave. He shall be placed on the salary schedule at a position equal to the one he would have attained had he remained in the school system. Such leave shall be limited to one person at a time.
- B. Exchange Teachers. A leave of absence will be granted to any tenure teacher who serves as an exchange teacher. Upon return from such leave a teacher will be placed on the salary schedule at the level he would have achieved had he remained actively employed in the school system during the period of his absence, up to a maximum of two years.
- C. Child Care
  - 1. Written Application and Notice. A leave of absence for child care may be granted without pay for a period of up to two years upon written application by the employee no less than three months prior to the intended date for the commencement of such leave.
  - 2. Return to Position. Secondary teacher bargaining unit members may return from child care leave on dates coinciding with the beginning of the school year, or the beginning of the second semester. Elementary teacher bargaining unit members may return from child care leave on dates coinciding with the beginning of the school year or the beginning of the second semester for secondary teachers. Such employees must provide a statement from their physician certifying that they are fit for return to duty. Any requests for an extension of a leave of absence based on actual physical disability should be made by the employee as soon as possible prior to the expected date of return. The District may require a written certification from its own physician

regarding such employee's fitness to return to work.

- D. Personal Leave without Pay. A leave of absence without pay or increment may be granted to teachers in cases of special need, if recommended by the Superintendent and approved by the Board.
- E. Peace Corps. Vista. Teachers' Corps. Job Corps. A leave of absence of up to two years, commencing on September 1, shall be granted to any tenured teacher, upon application, for the purpose of joining the Peace Corps, Vista, Teachers' Corps or Job Corps as a full time participant in such programs.
- F. Resumption of Benefits after Leave. All benefits accrued by a teacher before his leave of absence, including unused accumulated sick leave and credit toward sabbatical eligibility, will be restored upon his return. Upon return from leave the teacher shall be entitled to a position in the Island Trees School District comparable to the one held prior to the leave.
- G. Termination Pay. Upon termination of service, a teacher with three (3) or more years of service shall receive one (1) day's pay for each three (3) days of unused sick leave and personal leave. Computation of additional salary shall be as follows:  $1/180^{\text{th}}$  of the teacher's final base salary multiplied by the number of unused and accumulated sick and personal days divided by three (3). For teacher bargaining unit members hired after July 1, 2007, accumulated sick day leave shall be capped at 200 for purposes of termination pay. For teacher bargaining unit members hired after July 1, 2012, accumulated sick day leave shall be capped at 180 for purposes of termination pay.

Persons who submit resignations to the District prior to February 1 in any calendar year to be effective at the end of the academic year will be assured of receiving termination pay by the end of June. Persons not providing such notice who resign at the end of the academic year will receive monies due to them no later than December 31 of the calendar year with the understanding that the payment will be made as soon as funds are available, and the payment approved and processed:

The right to termination pay will be forfeited if a teacher on a leave of absence submits a resignation from service subsequent to April 15<sup>th</sup>. The right to termination pay will be forfeited by a teacher on active service (at the end of an academic year) who submits a resignation subsequent to August 1 to be effective for the new school year. In no event will termination pay be paid to teachers who provide less than 30 days' notice of their intent to resign except for verifiable sudden, serious illness or injury.

For the 2024/2025 school year only and for only those retirements effective no later than August 31, 2025, and provided that at least one teacher (for the \$20,000 benefit) or at least four (for the \$25,000 benefit) teachers file their irrevocable letters of resignation pursuant to this provision as delineated below, on or before the required date and retire pursuant to this incentive, the District will offer a one-time enhanced lump sum retirement payment. Such enhanced one-time lump sum total retirement payment pursuant to this agreement shall require the District to pay, the total sum of Twenty Thousand (\$20,000.00) Dollars or the total sum of Twenty Five Thousand (\$25,000.00) Dollars, provided the applicable minimum number of teacher retirees are obtained, to only eligible and qualifying retirees.

In order to qualify for the aforementioned one-time enhanced lump sum retirement payment, teachers must:

1. Be eligible to retire from the District and the TRS no later than August 31, 2025 and have served a minimum of three (3) years in the District.
2. Actually, and permanently retire from the District and TRS, as accepted and approved by the TRS, effective no later than August 31, 2025.
3. File an irrevocable letter of resignation for the purposes of retirement with the Superintendent of Schools no later than the close of the District's business day on March 25, 2025.

The following general provisions shall apply to the applicable one-time enhanced lump sum retirement payment:

1. The incentive, these provisions and their terms are subject to and contingent upon obtaining the aforementioned minimum numbers of required retirees. In the event that a minimum of one (1) teacher (for the Twenty Thousand (\$20,000.00) Dollar benefit) or a minimum of four (4) teachers (for the Twenty-Five Thousand (\$25,000.00) Dollar benefit) do not submit irrevocable letters of resignation and retire pursuant to this incentive, the incentive shall be void ab initio and none of the payments or benefits contained herein will be paid or provided; and in such event those letters of resignation filed for the purposes of retirement pursuant to this incentive, referenced in 2(c) above, may be withdrawn by the teachers filing same.
2. These provisions and the payments and benefits contained herein shall expire at the close of business on August 31, 2025.
3. The applicable one-time enhanced lump sum retirement payment provided for in this agreement shall be made as a non-elective employer contribution to the employee's 403(b) tax deferred annuity account in accordance with the District's Plan and applicable Federal and State law, and IRS regulations.
4. Except as otherwise provided herein, this incentive agreement and the payments and benefits contained herein, shall be in lieu of any State, local or contractual retirement incentive, and the acceptance of this incentive shall constitute a waiver of any right to such other incentives and/or payments.
5. This agreement shall not apply to those teachers who have submitted their resignations for the purposes of retirement or otherwise, and/or who have already retired, prior to the date of the approval and execution of this agreement by the Board of Education, or to those teachers who do not specifically retire pursuant to or who do not comply with the requirements of this agreement.
6. Except as otherwise provided herein, the provisions of this agreement shall supersede any applicable resignation, notice, retirement, benefits, payment, or other provisions of the Teachers' Collective Bargaining Agreement and past practice, for retirements pursuant to this incentive, and shall be in lieu of and not in addition to any such applicable contractual or other benefits.

H. Extension of Leave. All requests and grants of leave or extension of leave shall be in writing.

I. Replacements. Persons hired to replace teachers on leave of absence shall be informed of their status at the time interviewed for the position.

- J. Substitute Teachers. All positions requiring the employment of substitutes will be filled by personnel who have met the State certification requirements. If a certified substitute teacher is unavailable, such position may be filled by the best qualified personnel available.

### ARTICLE 23 - SABBATICAL LEAVES

Any teacher or certified employee of the Island Trees Public Schools may apply for sabbatical leave. Such leave will be considered on the basis of any one or more of four possible purposes: (1) Study of a professional nature. Such graduate study shall maintain a minimum of 12 credits a semester. (2) Travel which will contribute to the professional value of the applicant. (3) Health conditions which require special consideration. (4) Reasons not covered above but which are acceptable to the Superintendent of Schools and the Board of Education.

Any eligible employee may apply for sabbatical leave upon the completion of seven years of continuous service in the Island Trees Public Schools, and every seven years thereafter. In considering applications the Board of Education will take into consideration such matters as merit, seniority, and potential for future professional growth. The Board reserves complete discretion in determining whether to accept any application.

Applications may be made on the forms available in the office of the Superintendent of Schools. The completed forms of application must be in the office of the Superintendent of Schools by March 1<sup>st</sup> preceding the school year during which the sabbatical leave will take place.

In the event of a request for sabbatical leave due to health reasons some special consideration may be given to the application. The time for which the leave is granted may vary from that stated above, or the requirement of March 1<sup>st</sup> as the final date of application may be waived. Sabbatical leave may be granted for either one-half year or one full year provided that not more than 4% of the entire staff will be granted sabbatical leave in any one year. When applying, the applicant will state his or her intention of returning to the Island Trees Public School system for at least two years subsequent to the time of return from sabbatical leave. A person on sabbatical leave shall receive one-half of the basic salary which she or he would have received if teaching.

The applicant shall file with the application documented evidence that the proposed time to be granted will have value. In the case of further study this would involve an acceptance by the college which the applicant will attend. In the case of travel it will consist of a proposed itinerary together with comments indicating what educational values will be sought on the trip. In the event of a health request, the doctor's certificate will be required.

Teachers on sabbatical leave may not receive additional compensation for work during the school year except upon approval of the Board of Education. Teachers on such leave are considered to be in the employment of the Board of Education of the Island Trees Public Schools and the time thus spent counts as regular service toward retirement and salary increments. Such absence shall be taken without prejudice to the teacher's tenure rights. Such leave once granted may not be terminated before the date of expiration.

### ARTICLE 24 - USE OF SCHOOL FACILITIES

- A. Use of Buildings. The U.T.I.T. may use school buildings without cost at reasonable times of any day or evening for its meetings and other business provided that such use will not conflict with previously scheduled school events. Requests for use of the Buildings will be made to the principal in advance. Such notice shall be given not later than the close of school on the date of any such meeting.

- B. Faculty Bulletin Boards for U.T.I.T. Use. There will be faculty bulletin boards in each school building in the school system for the exclusive use of the U.T.I.T. At least one faculty bulletin board will be installed in each new building at a location to be agreed upon.
- C. Use of Interschool Mail and Mailboxes. The Board shall permit the U.T.I. T. the use of mailboxes for distribution of U.T.I.T. business communications without submission to principal et al. However, all such communications shall be signed by an officer of the U.T. I.T. All recognized teacher organizations shall have the same privileges in using intermail facilities and faculty mailboxes as is extended to the U.T.I.T. as described in the above. It is understood also that all such communications shall be signed by an officer of the organizer.
- D. Use of Facilities. Office space will be provided to the U.T.I.T. as long as space is available as determined by Administration, and District has right to select location, change location, and recover space if necessary. If feasible, adequate notice will be provided to U.T.I.T. of changes.

## ARTICLE 25 - SPECIAL GROUPS

- A. Summer School
  - 1. Each summer school teacher who has accumulated sick days as specified in Article 21 shall be allowed the use of one day of such accumulation during the secondary summer session.
  - 2. Upon completion of seven (7) years of summer teaching, the summer school teacher shall be granted leave without pay and retain seniority.
  - 3. Summer school teachers shall be paid according to Appendix D, 5.
  - 4. Librarians employed for summer school will be guaranteed 90 hours of employment at the rate of pay specified in Appendix D, 6.
- B. Instructional Leadership. In order to provide leadership and supervision for the instructional program, the Board will make annual appointments of members of the teaching unit to Chairperson, Lead Teacher and Dean of Student positions ("Leadership Positions"):
  - 1. The number and titles of Leadership Positions which the District creates and/or fills each year will be determined by the Superintendent and the Board of Education, except that there shall not be less than a total of twelve (12) Leadership Positions, inclusive of no less than eight (8) Chairpersons' positions. A posting of such vacant or additional positions which the District anticipates staffing for the ensuing school year will be posted by April 15th. Applications will be accepted annually until May 1st with successful candidates notified by June 1st.
  - 2. The stipend for performing additional duties required will be specified in Appendix D, 1.
  - 3. The maximum number of teaching assignments which may be assigned to a chairperson will be a function of the number of teachers to be supervised (full-time equivalency).

| <u>Number of<br/>Teachers (FTE)</u> | <u>Max. Number of<br/>Teaching Assignments</u> |
|-------------------------------------|------------------------------------------------|
| 3.9 or less                         | 4                                              |
| 4.0 or more                         | 3                                              |

Notwithstanding the above, a chairperson who must be assigned to teaching periods in excess of this number due to scheduling needs will be paid at the M.A. Step 7 rate divided by six.

4. Unless no other reasonable alternative exists, chairpersons and deans shall not be assigned to homeroom, cafeteria, or study hall supervision.

C. Library

1. The only restriction on the availability of libraries to students shall be curtailment of class visits for a short period of time at the beginning of the school year, as determined by the Librarian and principal.
2. Elementary librarians shall have the right to advise on scheduling of class visits (to afford better planning for grade-level classes, some flexible scheduling for individual and small groups, and overall better administration of libraries).

- D. Administrative Aides Released Time. Administrative Aides on the secondary level shall teach no more than two periods per day.

## ARTICLE 26 - CONFERENCES

The professional staff will be eligible to attend conferences, when funds are available, upon submission of the proper forms subject to Board approval.

## ARTICLE 27 - MISCELLANEOUS

- A. Reprisals Prohibited. There will be no reprisals of any kind taken against any teacher by reason of his membership in the U.T.I.T. and /or participation in any of its legitimate activities.
- B. Time for Grievance Processing. When it is necessary, pursuant to the Grievance Procedure, for a Building Representative, or other representative designated by the U.T.I.T., to investigate a grievance or attend a grievance meeting or hearing, said representative will be released without loss of pay as necessary in order to permit participation in the foregoing activities. Any teacher whose appearance in such investigations, meetings, or hearings as a witness will be accorded the same right. The U.T.I.T. agrees that these rights will not be abused.
- C. Copies of Policies, Rules and Minutes. The U.T.I.T. will be provided with six copies of the Board's personnel policies and Rules and Regulations.

Any change in policy affecting teachers shall be the first item on the agenda of negotiations and it shall be endeavored to resolve these items before further negotiations.

The Board of Education agrees to provide the U.T.I.T. with six copies of the minutes of all regularly scheduled meetings of the Board within thirty-five days of the meeting.

- D. Copies of Agreement. The District agrees to print the contract in booklet form for distribution to every teacher. In addition, ten extra copies shall be provided to the Union. Sufficient booklets will be kept on hand in the Superintendent's office to provide a copy to every new teacher.
- E. Final Pay Check. Final pay checks for the school year will be issued on the day that report cards are issued on the final day of exam week.
- F. Saving Clause. If any part of the contract is ruled illegal by the final decision of a court, or administrative board of competent jurisdiction, the parties should meet promptly to renegotiate the portions of the agreement ruled illegal. All other provisions shall continue in full force and effect.
- G. Federally Funded Program. Salaries paid to staff members for Federally Funded Programs shall be at least equivalent to salaries paid to similar types of District sponsored programs.
- H. Dress Code. Teacher bargaining unit members are expected to report to work dressed professionally and otherwise appropriately.
- I. Observations. Observation write-ups will be returned to teachers within 30 school days of each observation.

#### ARTICLE 28 - WORKERS' COMPENSATION

Professional personnel are covered by Workers' Compensation as governed by the State of New York. For persons who are injured in the line of duty, this plan provides for limited payment for the medical costs and for loss of wages which occur because of such injury.

Persons who are injured on the job will have full access to their personal accumulation of sick days in order that they will not suffer financial hardship to the extent that such accumulation provides for salary continuation. Should the employee submit a claim for "Temporary Disability" with NYS Workers' Compensation and receive reimbursement, all such funds must be returned to the District. Upon receipt of such funds, the District will adjust the sick leave accumulation according to the following formula: Dollar amount of reimbursement divided by the person's per diem (contract salary divided by 200) equals the number of days (rounded to the nearest whole number) to be restored to the person's sick leave accumulation.

Payments from Workers' Compensation for permanent disability (partial or full) will be retained by the recipient and the district will not make any restoration of sick leave deductions which may have been made.

#### ARTICLE 29 - FRINGE BENEFITS

All existing fringe and pay benefits and programs, such as health insurance and life insurance, shall be continued in full force and effect during the life of the agreement except as modified by provisions of this contract as follows:

- A. Health Insurance. Subparagraph (A) – Health Insurance: Employees hired prior to July 1, 2015 shall contribute twenty (20%) percent of the cost of such insurance. Employees hired on or after July 1, 2015 (but prior to July 1, 2018) shall contribute 22% to the cost of such coverage. Employees hired on or after July 1, 2018, shall contribute, beginning July 1, 2019, twenty-five (25%) percent to the cost of such insurance. Employees may elect from the available NYS insurance plan provided they agree to pay their applicable contribution

rate (20%, 22%, or 25%) of the cost of such insurance. The District agrees that it will arrange, upon request, for the payment of the employee's share of health insurance premiums from pre-tax earnings to the extent and as permitted by law. After September 1, 2007 the district shall pay 75% of the health insurance premium for retiree's individual or family coverage.

Health Insurance Opt Out. Any unit member may opt out of his / her health insurance coverage. The exercising of the option shall be subject to the rules and regulations of the District's health insurance provider. A unit member who exercises this option shall receive \$2,500.00 under the following conditions. The unit member must notify the District in writing no later than May 15<sup>th</sup> of each school year of his/her decision to opt out of insurance coverage. A unit member who has opted out of coverage as referred to herein may reenter the health insurance plan or coverage with the District's approval. Reentry of coverage shall be subject to the rules and regulations of the District's health insurance provider.

If this plan does not financially benefit the school district as determined by District Administration by June 1<sup>st</sup> there will not be a payout to any member for that school year. As of June 1, 2011, the current number of teachers not taking family coverage will be the baseline for each year of this contract.

Any unit member that has taken a leave or absence without pay that results in a forfeiture of health insurance will have their opt out payment prorated for the number of months for which they were eligible for health insurance.

Any unit member that opts back into health insurance coverage during the year will forfeit their payment.

Payment to the unit member as referred to herein shall be made on the last pay period in June.

- B. Welfare Fund. A Welfare Fund has been established by the U.T.I.T. for the purpose of providing various benefit programs for the members of the bargaining unit and for the Administrative unit. Effective July 1, 2023, the Board will contribute \$1,175 per member of the bargaining unit per year; with 50% of the aforementioned payments payable on July 1 and 50% payable upon receipt of the auditor's report. In the event of a dispute over the numbers of teachers and teaching assistants in any given year, the numbers in the BEDS report each year will be binding.

It is hereby understood and agreed that the sole and exclusive obligation of the school district shall be to make the contributions set forth above. The school district shall not be deemed to be an employee benefit plan sponsor or a fiduciary nor shall any member of the Board of Education be so regarded. The school district shall have no role in the governance or the administration of the Fund. Compliance with applicable law or regulation respecting the administration of the Fund shall be the exclusive obligation of the U.T.I.T. or its duly elected or appointed representatives. The U.T.I.T. hereby agrees fully to indemnify the District and hold it harmless from any claims, legal or equitable, made by any person or entity against the school district or the Board of Education which arise out of, or which relate to, this provision.

- C. Credit Union. The District agrees to establish a relationship with the Nassau Educators Federal Credit Union to which employees can contribute through payroll deduction. The



Board of Education shall be held safe and harmless by the U.T.I.T. in connection with disputes over authorization of payroll deductions.

- D. U.S. Savings Bonds. The District agrees to establish a relationship with the Department of the Treasury which will allow employees to purchase U.S. Savings Bonds through payroll deduction provided that 10 or more employees elect to participate in such plan for a fiscal year. The Board of Education shall be held safe and harmless by the U.T.I.T. in connection with disputes over authorization of payroll deductions.
- E. Tax Sheltered Annuities. The District agrees to continue a relationship with the funds currently under contract and to establish additional relationships provided that 10 or more employees elect to participate in such plan(s) for a fiscal year. The Board of Education shall be held safe and harmless by the U.T.I.T. in connection with disputes over authorization of payroll deductions.
- F. Longevity Pay. Teachers with 10 or more years of service in Island Trees will receive the amount specified below provided they are on the 16<sup>th</sup> or higher step on the salary schedule, and the 21<sup>st</sup> step or higher. The payment specified will be made on the first payroll in December in each year. Upon initially qualifying for longevity, a teacher will continue to receive the payment specified each year until service with the district ends. The payment is not intended for persons who do not complete a full year of service. Persons leaving district service prior to the conclusion of a school year will not receive the payment or will have the payment deducted from salary due to them.

Step 16 \$1,650

Step 21 \$2,000

- G. FLEX PLAN. The District will provide the members of the bargaining unit with a flexible benefit plan authorized pursuant to Section 125 of the Regulations of the Internal Revenue Service.
- H. Employer Non-Elective Contribution. Effective June 1, 2005 the District and the United Teachers of Island Trees agreed to the following:
- I. Termination Pay: All payments due under Article 22 G of the collective bargaining agreement between the School District and the U.T.I.T. shall be made as an Employer Non-elective contribution to the 403 (b) account of each covered employee in accordance with the terms and condition of this agreement and Article 22 G.
- J. 403 (b) Accounts: Employer contributions shall be deposited into the VOYA Life Insurance and Annuity Company ("VOYA") (formally known as "ING") 403(b) account of each recipient employee. If the employee does not have a VOYA 403(b) account, the Employer shall deposit the employer contributions, in the name of the employee, into a VOYA account established in the employee's name. Agents from VOYA will be allowed reasonable access to the School District's facilities in order to assist the employees and the District's representatives in fulfilling applicable 403(b) legal requirements. Upon the request of the District, the VOYA agents will assist the District's representatives in calculating the annual maximum allowable 403 (b) contribution under the Internal Revenue Code, based upon salary and payroll information provided to the VOYA representative by the District.

### ARTICLE 30 - CLASS SIZE

The Board will attempt to adhere to the following class sizes:

- |                   |             |
|-------------------|-------------|
| A. Elementary K-3 | 24 students |
| B. Elementary 4-6 | 28 students |
| C. Grades 7-12    | 29 students |

Conformity to said average class size shall be determined by dividing the number of students in the grades contained in either a, b, or c with the number of teachers in such grades. Such size to be determined at the time of register closing. The following subjects shall not be reduced to the extent that they are no longer of educational value. The subjects shall be defined exclusively as follows: Art, music, physical education, home economics, industrial arts, business, speech, guidance, reading, special classes & learning disabilities classes, health and psychologists, library.

### ARTICLE 31 - PART-TIME PROFESSIONAL EMPLOYEES

- A. Professional positions which are 50% or more and covered by the terms of this Agreement shall not be contracted out. Lesser part-time positions may be contracted as provided elsewhere in this article with the express provision that duties performed by such contractors shall not take place on school premises. Professional staff working on school premises shall be hired under the terms and conditions of this Agreement.
- B. Part-time teachers shall be assigned to teaching, preparation, consultation, and other duties consistent with their employment percentage. The daily schedule of such teachers shall be proportionate to their employment percentage.

The entitlements of a part-time teacher are as follows:

- 1. Ten sick days (of whatever length workday is assigned)
  - 2. Three personal days (of whatever length workday is assigned)
  - 3. Medical, dental, and life insurance coverage to the same extent and subject to the same conditions as provided to full-time employees.
  - 4. The appropriate percentage of the extended sick leave allowance.
  - 5. The appropriate percentage of annual salary derived from the appropriate placement on line and step of teacher salary schedule.
  - 6. Retirement system contribution by the District as required by law.
- C. Compensation for teachers teaching one day per week:
    - 1. 1/200th of their current step
    - 2. Social Security
    - 3. Retirement
    - 4. Lunch Period
    - 5. Prep time whenever possible in accordance with the existing contract

6. One sick day per year
  7. No holidays
- D. The District shall notify the U.T.I.T. of any professional position of any nature which is open or vacant as soon as possible but no later than three (3) days prior to the posting of the position. Notice shall be accompanied by a job description and job specification. This practice is to be followed throughout the year.
- E. The name and job description of any new professional staff member, regardless of funding source, shall be provided to the U.T.I.T. within one week of employment.

In assigning professional part-time duties off the school premises, the District will proceed as follows:

1. The assignment will be offered first to qualified professional employees of the District. In determining qualifications, the District shall not be arbitrary, capricious, or discriminatory.
2. If no qualified professional employed by the District accepts the assignment, the District will endeavor to hire directly from outside the District.
3. If the position cannot be filled by the above steps, the District and the U.T.I.T. shall meet to consummate an agreement concerning the hiring of the services of an outside contractor.

#### **ARTICLE 32 - SALARY AGREEMENT**

- A. The salary schedule that was in effect for the 2022-2023 school year will be increased and modified in the following order:

Year 1 (2023/24): 1.25% plus applicable step/increment;  
Add Step 16-\$1,000 more than Step 15;  
Add Step 19-\$1,500 more than Step 18;  
Step 1 -Add \$2,000

Year 2 (2024/25): 0.75% plus applicable step/increment;  
Step 1 -Add \$2,000;  
Step 20 - Add \$1,000;  
Step 23 -Add \$1,000;  
Step 25 -Add \$1,000

Year 3 (2025/26): 0.50% plus applicable step/increment;  
Step 1 -Add \$2,000;  
Step 20 -Add \$1,000;  
Step 23 - Add \$1,000;  
Step 25 -Add \$1,000

- B. Each column of the teacher salary schedule shall have the steps indicated on the attached salary schedules. Teachers will move one step each year, except as otherwise provided herein and/or on the salary schedules, following initial appointment.

C. The stipends/payments in Appendices A, B, and D will be increased as follows:

Effective July 1, 2023 – 1.25%

Effective July 1, 2024 – 0.75%

Effective July 1, 2025 – 0.50%

### ARTICLE 33 - LEGISLATIVE ACTION

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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

### ARTICLE 34 – LENGTH OF AGREEMENT

This Agreement shall be effective from July 1, 2023 through June 30, 2026.


IN WITNESS WHEREOF, the parties hereto have set their hands.

**ISLAND TREES UNION FREE SCHOOL DISTRICT  
TOWN OF HEMPSTEAD  
LEVITTOWN, NEW YORK, 11756**

By  Date 2/7/24  
PRESIDENT, BOARD OF EDUCATION

By  Date 1/30/24  
SUPERINTENDENT OF SCHOOLS

**UNITED TEACHERS OF ISLAND TREES  
AFL/CIO LOCAL UNION 1846  
LEVITTOWN, NEW YORK, 11756**

By  Date 1/19/24

By \_\_\_\_\_ Date \_\_\_\_\_

**APPENDIX A**  
**ATHLETIC COACHING SALARY SCHEDULE**

Coaches in their first year in that sport shall receive 85% of the following entitlement; in their second year, 90%; in their third year 95%; and in their fourth year or more, 100%.

|               | TEAM    | COACH      | base<br>yr<br>2022-<br>23 | 2023-<br>2024<br>MAX | 2024-<br>2025<br>MAX | 2025-<br>2026<br>MAX |
|---------------|---------|------------|---------------------------|----------------------|----------------------|----------------------|
| SPORT         | LEVEL   | LEVEL      |                           |                      |                      |                      |
| Badminton     | VARS    | HEAD       | 4,694                     | 4,753                | 4,789                | 4,813                |
|               | JV      | HEAD       | 3,286                     | 3,327                | 3,352                | 3,369                |
| Baseball      | VARS    | HEAD       | 7,979                     | 8,079                | 8,140                | 8,181                |
|               | VARS    | ASST       | 5,582                     | 5,652                | 5,694                | 5,722                |
|               | JV      | HEAD       | 5,582                     | 5,652                | 5,694                | 5,722                |
|               | MS      | HEAD       | 4,787                     | 4,847                | 4,883                | 4,907                |
| Basketball    | VARS    | HEAD       | 9,464                     | 9,582                | 9,654                | 9,702                |
|               | VARS    | ASST       | 6,627                     | 6,710                | 6,760                | 6,794                |
|               | JV      | HEAD       | 6,627                     | 6,710                | 6,760                | 6,794                |
|               | MS      | HEAD       | 5,678                     | 5,749                | 5,792                | 5,821                |
| Bowling       | VARS/JV | HEAD/GIRLS | 4,701                     | 4,760                | 4,796                | 4,820                |
|               | VARS/JV | HEAD/BOYS  | 4,701                     | 4,760                | 4,796                | 4,820                |
| Cheerleaders  | VARS    | HEAD       | 4,860                     | 4,921                | 4,958                | 4,983                |
|               | VARS    | ASST       | 3,403                     | 3,446                | 3,472                | 3,489                |
|               | JV      | HEAD       | 3,403                     | 3,446                | 3,472                | 3,489                |
|               | MS      | HEAD       | 2,916                     | 2,952                | 2,974                | 2,989                |
|               | MS      | ASST       | 2,042                     | 2,068                | 2,084                | 2,094                |
| Cross Country | VARS    | HEAD       | 4,453                     | 4,509                | 4,543                | 4,566                |
|               | MS      | HEAD       | 2,672                     | 2,705                | 2,725                | 2,739                |
| Football      | VARS    | HEAD       | 10,139                    | 10,266               | 10,343               | 10,395               |
|               | VARS    | ASST       | 7,099                     | 7,188                | 7,242                | 7,278                |
|               | JV      | HEAD       | 7,099                     | 7,188                | 7,242                | 7,278                |
|               | JV      | ASST       | 6,085                     | 6,161                | 6,207                | 6,238                |
|               | MS      | HEAD       | 6,085                     | 6,161                | 6,207                | 6,238                |
|               | MS      | ASST       | 5,069                     | 5,132                | 5,170                | 5,196                |

|                            |      |      |       |        |        |        |
|----------------------------|------|------|-------|--------|--------|--------|
| Golf                       | VARS | HEAD | 4,798 | 4,858  | 4,894  | 4,918  |
| Kickline                   | VARS | HEAD | 5,106 | 5,170  | 5,209  | 5,235  |
|                            | JV   | HEAD | 3,927 | 3,976  | 4,006  | 4,026  |
| Lacrosse                   | VARS | HEAD | 8,025 | 8,125  | 8,186  | 8,227  |
|                            | VARS | ASST | 5,615 | 5,685  | 5,728  | 5,757  |
|                            | JV   | HEAD | 5,615 | 5,685  | 5,728  | 5,757  |
|                            | MS   | HEAD | 4,812 | 4,872  | 4,909  | 4,934  |
|                            | MS   | ASST | 4,013 | 4,063  | 4,093  | 4,113  |
| Soccer                     | VARS | HEAD | 7,531 | 7,625  | 7,682  | 7,720  |
|                            | VARS | ASST | 5,273 | 5,339  | 5,379  | 5,406  |
|                            | JV   | HEAD | 5,273 | 5,339  | 5,379  | 5,406  |
|                            | MS   | HEAD | 4,521 | 4,578  | 4,612  | 4,635  |
| Softball                   | VARS | HEAD | 7,688 | 7,784  | 7,842  | 7,881  |
|                            | VARS | ASST | 5,385 | 5,452  | 5,493  | 5,520  |
|                            | JV   | HEAD | 5,385 | 5,452  | 5,493  | 5,520  |
|                            | MS   | HEAD | 4,613 | 4,671  | 4,706  | 4,730  |
| Track                      | VARS | HEAD | 7,792 | 7,889  | 7,948  | 7,988  |
|                            | VARS | ASST | 5,455 | 5,523  | 5,564  | 5,592  |
|                            | MS   | HEAD | 4,676 | 4,734  | 4,770  | 4,794  |
|                            | MS   | ASST | 3,897 | 3,946  | 3,976  | 3,996  |
| Volleyball                 | VARS | HEAD | 7,169 | 7,259  | 7,313  | 7,350  |
|                            | J.V. | HEAD | 5,020 | 5,083  | 5,121  | 5,147  |
|                            | MS   | HEAD | 4,302 | 4,356  | 4,389  | 4,411  |
| Wrestling                  | VARS | HEAD | 8,898 | 9,009  | 9,077  | 9,122  |
|                            | VARS | ASST | 6,228 | 6,306  | 6,353  | 6,385  |
|                            | JV   | HEAD | 6,228 | 6,306  | 6,353  | 6,385  |
|                            | MS   | HEAD | 5,336 | 5,403  | 5,444  | 5,471  |
|                            | MS   | ASST | 4,450 | 4,506  | 4,540  | 4,563  |
| <i>Percentage increase</i> |      |      |       | 1.0125 | 1.0075 | 1.0050 |

## APPENDIX B

### Extracurricular Advisor Salary Schedule

On or before each June 1, a list shall be posted in each building of the clubs and activities that are anticipated to be active in the subsequent year. The purpose of this is to alert staff to advisor opportunities and maximum compensation therefore. This posting shall include the maximum hours allotted to each Class A advisor which, however, is subject to review upon the joint request of the individual applicant and the U.T.I.T. representative. The final determination of hours is at the sole discretion of the Board.

#### Class A Advisors

These persons shall be paid at the hourly rate specified below upon submission of approved time sheets. Such work must be outside The normal student contact work day of the teacher in order to be claimed.

|              | 23-24    | 24-25    | 25-26    |
|--------------|----------|----------|----------|
| Base 2022-23 |          |          |          |
| \$39.27      | \$ 39.76 | \$ 40.06 | \$ 40.26 |

#### Class B Advisors

These persons shall be paid the flat amount specified for all duties performed in conjunction with the assignment during one year. Such work must be outside the normal student contact work day of the teacher in order to be claimed.

#### Middle School

|                      | Base 2022-23 | 23-24   |
|----------------------|--------------|---------|
| Dramatics Production |              |         |
| Head per production  | \$3,137      | \$3,176 |
| Ass't per production | \$1,329      | \$1,346 |
| Audio-Visual         | \$2,413      | \$2,443 |
| School Store         |              |         |
| Student Finance      | \$2,896      | \$2,932 |
| Newspaper, per issue | \$723        | \$732   |
| Yearbook (exc Photo) | \$6,037      | \$6,112 |
| Literary Magazine    | \$2,376      | \$2,406 |

#### High School

|                      | Base 2022-23 | 23-24   | 24-25   | 25-26   |
|----------------------|--------------|---------|---------|---------|
| Dramatics Production |              |         |         |         |
| Head per production  | \$3,623      | \$3,668 | \$3,696 | \$3,714 |
| Ass't per production | \$1,933      | \$1,957 | \$1,972 | \$1,982 |
| Audio-Visual         | \$2,413      | \$2,443 | \$2,461 | \$2,473 |
| School Store         |              |         |         |         |
| Student Finance      | \$2,655      | \$2,688 | \$2,708 | \$2,722 |
| Newspaper, per issue | \$4,335      | \$4,389 | \$4,422 | \$4,444 |
| Yearbook (exc Photo) | \$845        | \$856   | \$862   | \$866   |
| Literary Magazine    | \$6,037      | \$6,112 | \$6,158 | \$6,189 |
|                      | \$2,471      | \$2,502 | \$2,521 | \$2,534 |

|                         |         |         |         |         |         |         |         |         |
|-------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Student Council         | \$3,137 | \$3,176 | \$3,200 | \$3,216 | \$3,137 | \$3,176 | \$3,200 | \$3,216 |
| Freshman Class Advisor  | -       | \$0     | \$0     | \$0     | \$1,676 | \$1,697 | \$1,710 | \$1,719 |
| Sophomore Class Advisor | -       | \$0     | \$0     | \$0     | \$2,049 | \$2,075 | \$2,091 | \$2,101 |
| Junior Class Advisor    | -       | \$0     | \$0     | \$0     | \$3,260 | \$3,301 | \$3,326 | \$3,343 |
| Senior Class Advisor    | -       | \$0     | \$0     | \$0     | \$4,778 | \$4,838 | \$4,874 | \$4,898 |
| Sports Night            | \$0     | \$0     | \$0     | \$0     |         |         |         |         |
| Head                    | \$2,173 | \$2,200 | \$2,217 | \$2,228 |         |         |         |         |
| Assistant               | \$1,690 | \$1,711 | \$1,724 | \$1,733 |         |         |         |         |
| Percentage increase     |         | 1.0125  | 1.0075  | 1.0050  |         | 1.0125  | 1.0075  | 1.0050  |



**APPENDIX D  
OTHER PAYMENTS FOR ADDITIONAL DUTY**

|                                                                                                                                                                 | BASE 22-23 | 23-24     | 24-25     | 25-26     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|-----------|
| 1. Chairperson per year                                                                                                                                         | \$ 5,737   | \$ 5,809  | \$ 5,852  | \$ 5,882  |
| Lead Teacher per year                                                                                                                                           | \$ 1,912   | \$ 1,936  | \$ 1,950  | \$ 1,960  |
| 2. Recreation & Intramurals per hr.                                                                                                                             | \$ 32.43   | \$ 32.84  | \$ 33.09  | \$ 33.26  |
| 3. Chaperones & Athletic Event<br>Supervision per Event                                                                                                         |            |           |           |           |
| a. Events commencing prior to<br>4:30 pm, school days                                                                                                           | \$ 86.56   | \$ 87.64  | \$ 88.30  | \$ 88.74  |
| b. All other events                                                                                                                                             | \$ 99.06   | \$ 100.30 | \$ 101.05 | \$ 101.56 |
| Should a person supervise two events commencing after 4:30 pm, one shall be paid at the higher rate and one at the lower rate; 3 events, one at the higher rate |            |           |           |           |
| 4. Home Teaching                                                                                                                                                |            |           |           |           |
| a. 1 <sup>st</sup> hr. of tutoring the same student one day                                                                                                     | \$46.55    | \$ 47.13  | \$ 47.48  | \$ 47.72  |
| b. 2 <sup>nd</sup> hr of tutoring the same student one day                                                                                                      | \$36.33    | \$ 36.78  | \$ 37.06  | \$ 37.25  |
| 5. Summer Employment per                                                                                                                                        |            |           |           |           |
| a. 25 3-hr. elementary school                                                                                                                                   | \$3,587    | \$ 3,632  | \$ 3,659  | \$ 3,677  |
| b. 32 3-hr. secondary                                                                                                                                           | \$5,126    | \$ 5,190  | \$ 5,229  | \$ 5,255  |
| (Subject to proration for number or length of sessions)                                                                                                         |            |           |           |           |
| 6. Other additional approved duties not specified elsewhere                                                                                                     |            |           |           |           |
| elsewhere in this Contract (excluding adult education and Saturday recreation). Per hour                                                                        | \$47.79    | \$ 48.39  | \$ 48.75  | \$ 48.99  |

**Mentoring Stipends - Per Semester**

| Base 2022-23 | 23-24  | 24-25  | 25-26  |
|--------------|--------|--------|--------|
| \$806        | \$ 816 | \$ 822 | \$ 826 |

**Coordinator Stipends - Per Semester**

| Base 2022-23 | 23-24    | 24-25    | 25-26    |
|--------------|----------|----------|----------|
| \$2,015      | \$ 2,040 | \$ 2,055 | \$ 2,065 |

|                            |               |               |               |
|----------------------------|---------------|---------------|---------------|
| <i>Percentage increase</i> | <i>1.0125</i> | <i>1.0075</i> | <i>1.0050</i> |
|----------------------------|---------------|---------------|---------------|

**Teacher Salary Schedule**

**Earning Schedule for Date Range: 07/01/2023 - 06/30/24**

1.25% increase , Members advance 1 step on Salary Scale . Add \$2,000 to Step 1

New steps 16 & 19 added

| Step | BA        | BA+30     | BA+45     | BA+60     | MA        | MA+15     | MA+30     | MA+45     | MA+60     | DOC       |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1    | \$57,258  | \$61,360  | \$63,496  | \$65,574  | \$67,649  | \$69,736  | \$71,813  | \$73,894  | \$75,971  | \$77,407  |
| 2    | \$62,910  | \$67,600  | \$69,928  | \$72,267  | \$74,636  | \$76,971  | \$79,306  | \$81,653  | \$83,996  | \$86,342  |
| 3    | \$65,460  | \$70,290  | \$72,705  | \$75,131  | \$77,537  | \$79,953  | \$82,374  | \$84,784  | \$87,199  | \$89,610  |
| 4    | \$68,019  | \$72,999  | \$75,464  | \$77,964  | \$80,452  | \$82,931  | \$85,413  | \$87,904  | \$90,385  | \$92,877  |
| 5    | \$70,574  | \$75,697  | \$78,251  | \$80,802  | \$83,354  | \$85,916  | \$88,474  | \$91,025  | \$93,584  | \$96,145  |
| 6    | \$73,131  | \$78,384  | \$80,914  | \$83,642  | \$86,272  | \$88,892  | \$91,521  | \$94,154  | \$96,778  | \$99,402  |
| 7    | \$75,697  | \$81,087  | \$83,786  | \$86,487  | \$89,182  | \$91,875  | \$94,578  | \$97,281  | \$99,965  | \$102,675 |
| 8    | \$78,251  | \$83,786  | \$86,541  | \$89,324  | \$92,092  | \$94,857  | \$97,634  | \$100,400 | \$103,168 | \$105,943 |
| 9    | \$80,802  | \$86,487  | \$89,324  | \$92,170  | \$95,007  | \$97,839  | \$100,682 | \$103,524 | \$106,357 | \$109,196 |
| 10   | \$83,354  | \$89,182  | \$92,092  | \$95,054  | \$97,910  | \$100,825 | \$103,735 | \$106,640 | \$109,558 | \$112,462 |
| 11   | \$85,916  | \$91,875  | \$94,857  | \$97,839  | \$100,825 | \$103,802 | \$106,793 | \$109,776 | \$112,750 | \$115,746 |
| 12   | \$88,474  | \$94,578  | \$97,634  | \$100,682 | \$103,725 | \$106,793 | \$109,843 | \$112,889 | \$115,964 | \$118,994 |
| 13   | \$91,025  | \$97,281  | \$100,400 | \$103,524 | \$106,640 | \$109,776 | \$112,889 | \$116,010 | \$119,151 | \$122,265 |
| 14   | \$93,584  | \$99,965  | \$103,168 | \$106,357 | \$109,558 | \$112,752 | \$115,964 | \$119,151 | \$122,335 | \$125,531 |
| 15   | \$96,143  | \$102,675 | \$105,943 | \$109,196 | \$112,462 | \$115,746 | \$119,001 | \$122,265 | \$125,531 | \$128,798 |
| 16   | \$97,155  | \$103,687 | \$106,955 | \$110,209 | \$113,475 | \$116,758 | \$120,014 | \$123,278 | \$126,543 | \$129,811 |
| 17   | \$98,036  | \$104,577 | \$107,841 | \$111,112 | \$114,355 | \$117,628 | \$120,909 | \$124,160 | \$127,429 | \$130,682 |
| 18   | \$99,089  | \$105,631 | \$108,895 | \$112,166 | \$115,408 | \$118,682 | \$121,963 | \$125,214 | \$128,483 | \$131,736 |
| 19   | \$100,608 | \$107,150 | \$110,414 | \$113,685 | \$116,927 | \$120,201 | \$123,481 | \$126,733 | \$130,002 | \$133,255 |
| 20   | \$101,820 | \$108,367 | \$111,620 | \$114,899 | \$118,155 | \$121,422 | \$124,698 | \$127,952 | \$131,220 | \$134,488 |
| 23   | \$102,873 | \$109,421 | \$112,673 | \$115,952 | \$119,209 | \$122,475 | \$125,753 | \$129,005 | \$132,274 | \$135,542 |
| 25   | \$107,519 | \$114,056 | \$117,320 | \$120,580 | \$123,841 | \$127,120 | \$130,377 | \$133,646 | \$137,268 | \$140,175 |

**Teacher Salary Schedule**

**Earning Schedule for Date Range: 07/01/2024 - 06/30/25**

0.75% increase , Members advance 1 step on Salary Scale . Add \$2,000 to Step 1

Add \$1,000 to Step 20, 23 & 25

| Step | BA        | BA+30     | BA+45     | BA+60     | MA        | MA+15     | MA+30     | MA+45     | MA+60     | DOC       |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1    | \$59,702  | \$63,835  | \$65,987  | \$68,081  | \$70,171  | \$72,274  | \$74,367  | \$76,463  | \$78,556  | \$80,003  |
| 2    | \$63,382  | \$68,107  | \$70,452  | \$72,809  | \$75,196  | \$77,548  | \$79,901  | \$82,265  | \$84,626  | \$86,990  |
| 3    | \$65,951  | \$70,817  | \$73,250  | \$75,694  | \$78,119  | \$80,553  | \$82,992  | \$85,420  | \$87,853  | \$90,282  |
| 4    | \$68,529  | \$73,546  | \$76,030  | \$78,549  | \$81,055  | \$83,553  | \$86,054  | \$88,563  | \$91,063  | \$93,574  |
| 5    | \$71,103  | \$76,265  | \$78,838  | \$81,408  | \$83,979  | \$86,560  | \$89,138  | \$91,708  | \$94,286  | \$96,866  |
| 6    | \$73,679  | \$78,972  | \$81,521  | \$84,269  | \$86,919  | \$89,559  | \$92,207  | \$94,860  | \$97,504  | \$100,148 |
| 7    | \$76,265  | \$81,695  | \$84,414  | \$87,136  | \$89,851  | \$92,564  | \$95,287  | \$98,011  | \$100,715 | \$103,445 |
| 8    | \$78,838  | \$84,414  | \$87,190  | \$89,994  | \$92,783  | \$95,568  | \$98,366  | \$101,153 | \$103,942 | \$106,738 |
| 9    | \$81,408  | \$87,136  | \$89,994  | \$92,861  | \$95,720  | \$98,573  | \$101,437 | \$104,300 | \$107,155 | \$110,015 |
| 10   | \$83,979  | \$89,851  | \$92,783  | \$95,767  | \$98,644  | \$101,581 | \$104,513 | \$107,440 | \$110,380 | \$113,305 |
| 11   | \$86,560  | \$92,564  | \$95,568  | \$98,573  | \$101,581 | \$104,581 | \$107,594 | \$110,599 | \$113,596 | \$116,614 |
| 12   | \$89,138  | \$95,287  | \$98,366  | \$101,437 | \$104,503 | \$107,594 | \$110,667 | \$113,736 | \$116,834 | \$119,886 |
| 13   | \$91,708  | \$98,011  | \$101,153 | \$104,300 | \$107,440 | \$110,599 | \$113,736 | \$116,880 | \$120,045 | \$123,182 |
| 14   | \$94,286  | \$100,715 | \$103,942 | \$107,155 | \$110,380 | \$113,598 | \$116,834 | \$120,045 | \$123,253 | \$126,472 |
| 15   | \$96,864  | \$103,445 | \$106,738 | \$110,015 | \$113,305 | \$116,614 | \$119,894 | \$123,182 | \$126,472 | \$129,764 |
| 16   | \$97,884  | \$104,465 | \$107,757 | \$111,036 | \$114,326 | \$117,634 | \$120,914 | \$124,203 | \$127,492 | \$130,785 |
| 17   | \$98,771  | \$105,361 | \$108,650 | \$111,945 | \$115,213 | \$118,510 | \$121,816 | \$125,091 | \$128,385 | \$131,662 |
| 18   | \$99,832  | \$106,423 | \$109,712 | \$113,007 | \$116,274 | \$119,572 | \$122,878 | \$126,153 | \$129,447 | \$132,724 |
| 19   | \$101,363 | \$107,954 | \$111,242 | \$114,538 | \$117,804 | \$121,103 | \$124,407 | \$127,683 | \$130,977 | \$134,254 |
| 20   | \$103,591 | \$110,187 | \$113,465 | \$116,768 | \$120,049 | \$123,340 | \$126,641 | \$129,919 | \$133,212 | \$136,504 |
| 23   | \$104,652 | \$111,249 | \$114,526 | \$117,829 | \$121,111 | \$124,401 | \$127,704 | \$130,980 | \$134,274 | \$137,566 |
| 25   | \$109,333 | \$115,919 | \$119,207 | \$122,492 | \$125,777 | \$129,081 | \$132,362 | \$135,656 | \$139,305 | \$142,234 |

**Teacher Salary Schedule**

**Earning Schedule for Date Range: 07/01/2025 - 06/30/26**

0.5% increase , Members advance 1 step on Salary Scale . Add \$2,000 to Step 1

Add \$1,000 to Step 20, 23 & 25

| Step | BA        | BA+30     | BA+45     | BA+60     | MA        | MA+15     | MA+30     | MA+45     | MA+60     | DOC       |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1    | \$62,011  | \$66,164  | \$68,327  | \$70,431  | \$72,532  | \$74,645  | \$76,749  | \$78,855  | \$80,959  | \$82,413  |
| 2    | \$63,699  | \$68,448  | \$70,804  | \$73,173  | \$75,572  | \$77,936  | \$80,301  | \$82,676  | \$85,049  | \$87,425  |
| 3    | \$66,281  | \$71,171  | \$73,616  | \$76,072  | \$78,510  | \$80,956  | \$83,407  | \$85,847  | \$88,292  | \$90,733  |
| 4    | \$68,872  | \$73,914  | \$76,410  | \$78,942  | \$81,460  | \$83,971  | \$86,484  | \$89,006  | \$91,518  | \$94,042  |
| 5    | \$71,459  | \$76,646  | \$79,232  | \$81,815  | \$84,399  | \$86,993  | \$89,584  | \$92,167  | \$94,757  | \$97,350  |
| 6    | \$74,047  | \$79,367  | \$81,929  | \$84,690  | \$87,354  | \$90,007  | \$92,668  | \$95,334  | \$97,992  | \$100,649 |
| 7    | \$76,646  | \$82,103  | \$84,836  | \$87,572  | \$90,300  | \$93,027  | \$95,763  | \$98,501  | \$101,219 | \$103,962 |
| 8    | \$79,232  | \$84,836  | \$87,626  | \$90,444  | \$93,247  | \$96,046  | \$98,858  | \$101,659 | \$104,462 | \$107,272 |
| 9    | \$81,815  | \$87,572  | \$90,444  | \$93,325  | \$96,199  | \$99,066  | \$101,944 | \$104,822 | \$107,691 | \$110,565 |
| 10   | \$84,399  | \$90,300  | \$93,247  | \$96,246  | \$99,137  | \$102,089 | \$105,036 | \$107,977 | \$110,932 | \$113,872 |
| 11   | \$86,993  | \$93,027  | \$96,046  | \$99,066  | \$102,089 | \$105,104 | \$108,132 | \$111,152 | \$114,164 | \$117,197 |
| 12   | \$89,584  | \$95,763  | \$98,858  | \$101,944 | \$105,026 | \$108,132 | \$111,220 | \$114,305 | \$117,418 | \$120,485 |
| 13   | \$92,167  | \$98,501  | \$101,659 | \$104,822 | \$107,977 | \$111,152 | \$114,305 | \$117,464 | \$120,645 | \$123,798 |
| 14   | \$94,757  | \$101,219 | \$104,462 | \$107,691 | \$110,932 | \$114,166 | \$117,418 | \$120,645 | \$123,869 | \$127,104 |
| 15   | \$97,348  | \$103,962 | \$107,272 | \$110,565 | \$113,872 | \$117,197 | \$120,493 | \$123,798 | \$127,104 | \$130,413 |
| 16   | \$98,373  | \$104,987 | \$108,296 | \$111,591 | \$114,898 | \$118,222 | \$121,519 | \$124,824 | \$128,129 | \$131,439 |
| 17   | \$99,265  | \$105,888 | \$109,193 | \$112,505 | \$115,789 | \$119,103 | \$122,425 | \$125,716 | \$129,027 | \$132,320 |
| 18   | \$100,331 | \$106,955 | \$110,261 | \$113,572 | \$116,855 | \$120,170 | \$123,492 | \$126,784 | \$130,094 | \$133,388 |
| 19   | \$101,870 | \$108,494 | \$111,798 | \$115,111 | \$118,393 | \$121,709 | \$125,029 | \$128,321 | \$131,632 | \$134,925 |
| 20   | \$105,114 | \$111,743 | \$115,037 | \$118,357 | \$121,654 | \$124,962 | \$128,279 | \$131,574 | \$134,883 | \$138,192 |
| 23   | \$106,180 | \$112,810 | \$116,104 | \$119,423 | \$122,722 | \$126,028 | \$129,348 | \$132,640 | \$135,950 | \$139,259 |
| 25   | \$110,885 | \$117,504 | \$120,808 | \$124,109 | \$127,411 | \$130,731 | \$134,029 | \$137,339 | \$141,007 | \$143,950 |