

*** A G R E E M E N T ***

between

VALLEY STREAM TEACHERS' ASSOCIATION

Local 1633

and

The Board of Education Valley Stream UFSD 13

The Board of Education Valley Stream UFSD 24

The Board of Education Valley Stream UFSD 30

Valley Stream Central High School District

July 1, 2019 through June 30, 2022

BOARDS OF EDUCATION

Valley Stream High School District

Ms. Antoinette Pomerantz, President

Mr. John Maier, V. Pres.
Mr. Kenneth Cummings
Ms. Patricia Farrell
Ms. Lisa Pellicane

Mr. James Lavery
Mr. Armando Hernandez
Mr. William P. Stris
Ms. Ingrid Wyllie-Dacon

Dr. William Heidenreich, Superintendent of Schools

Valley Stream Union Free School District 13

Ms. Milagros Vincente, President

Ms. Antoinette Pomerantz, V. Pres.
Ms. Patricia Farrell
Ms. Jennifer Oliveri

Frank Chiachiere, Ph.D.
Mr. Gerardo Cavaliere
Mr. William P. Stris

Dr. Constance Evelyn, Superintendent of Schools

Valley Stream Union Free School District 24

Ms. Kimberly Wheeler, President

Mrs. Lisa Pellicane, V. Pres.
Ms. Donna Larocco
Mr. John Maier

Mr. Joseph Shipley
Mr. Armando Hernandez
Ms. Melissa Herrera

Dr. Don Sturz, Superintendent of Schools

Valley Stream Union Free School District 30

Ms. Ingrid Wyllie-Dacon, President

Ms. Kelly Urena, V. President
Mr. Kenneth Cummings

Mr. James Lavery
Ms. Sandra Okafor

Dr. Nicholas Stirling, Superintendent of Schools

**Valley Stream Teachers' Association
Local 1633, N.Y.S.U.T./A.F.T.**

Officers

President	Richard Adams
Vice-President	Patrice Davidson
Vice-President	Noele Villa
Vice-President	Joseph Mangini
Secretary-Treasurer	Ronald Rini

Negotiating Committee

Richard Adams, Chairman

Richard Adams	Joseph Mangini
Patrice Davidson	Tom Schiavo
Noele Villa	Denise Marasco
Jackie Schimmenti	John Reece
David Fritz	Ellen Fitzgerald
Maureen Boyce	Stephen Clements, NYSUT

**VSTA Unit Leaders
Teachers**

Central High School	Maureen Boyce
Memorial Junior High School	Denise Marasco
North High School	Joe Powers/Al Daddino
South High School	Liz Escobar/Stephanie Calzette
Union Free School District 13	Jacqueline Schimmenti
Union Free School District 24	David LeWinter
Union Free School District 30	Deanna Cerrone

JOINT CODE OF ETHICS

The Boards of Education, UFSD Thirteen, UFSD Twenty Four, UFSD Thirty, and VSCHSD join the Valley Stream Teachers' Association in supporting the following Code of Ethics, as developed and adopted jointly by the New York State School Boards' Association and the New York State Teachers' Association in 1950 (amended in 1964), as common beliefs. However, this Joint Code of Ethics shall not be deemed to be part of the following contract for any purpose whatsoever.

1. The teacher and the school board recognize that while the teacher participates in the formulation of school policy under the leadership of the school administrator, it is the duty of the administrator to recommend, and the prerogative of the board to determine final policy.
2. The teacher is obligated to adhere to the school board policy; the school board is obligated to establish policy that is consistent with federal and state laws and regulations and to adhere to such policy.
3. The teacher and the school board transact all official business through proper channels and hold inviolate all confidential information.
4. The teacher and the school board recognize their obligations to develop growing appreciation and understanding of the principles of democracy; they refrain from using the school to promote personal views on religion, race or partisan politics.
5. The teacher and the school board agree that due notice in fair time be given in all cases of appointment, transfer, resignation or termination of service.
6. The teacher and the school board avoid disparagement of fellow workers and predecessors.
7. The teacher and the school board are impartial in all relationships with the pupil.
8. The teacher and the school board encourage able and promising students to enter the teaching profession.
9. The teacher receives from the administrator candid appraisal of the teacher's work and help with the teacher's problems; the school board requires such supervisory assistance.
10. The teacher actively participates in the work of local, state and national professional educational associations; the school board actively participates in the work of the county, district, and state and national school boards' associations.
11. The teacher uses ethical procedures in securing positions and in maintaining salary schedules; the school board uses ethical procedures in filling positions and in maintaining salary schedules.
12. The teacher accepts no compensation from firms commercially interested in the school; no member of the school board accepts such compensation.
13. The teacher assumes responsibility for the welfare of the pupil and shows sympathetic understanding of pupil problems; the school board provides conditions under which this can be accomplished.
14. The teacher endeavors to maintain good mental and physical health and to maintain a wholesome attitude toward the pupil; the school board provides a healthful teaching environment.
15. The teacher develops through continued study, travel, participation in professional and community life, and through wholesome human relationships; the school board stimulates and encourages professional growth of the teacher.
16. The teacher is proud of the profession; the school board is proud of its teachers.

CONTENTS

Section	Page
Joint Code of Ethics	iii
1. Recognition	1
2. Administration and Board of Education	1
3. Association and Teachers	1
4. Academic Freedom	2
5. Terms and Conditions of Employment	2
6. Grievance Procedures	14
7. Negotiation Procedures.....	16
8. Work Stoppage	17
9. Legal Limitations	17
10. Duration of Agreement.....	18
11. Signature Page	18
Appendix A (salary)	
Schedule I (July 1, 2019-June 30, 2020)	19
Schedule II (July 1, 2020-June 30, 2021)	21
Schedule III (July 1, 2021-June 30, 2022)	23
Appendix B (extra pay, extra service)	
Secondary Program.....	25
Appendix C (extra pay, extra service)	
Elementary Program	55
Appendix D (Part-Time Teachers)	
Secondary	57
Elementary	58
Appendix E Side Letters of Agreement.....	59
Index	94

AGREEMENT

Whereas the parties recognize that the laws of this State and sound professional principles impose on them interrelated duties and responsibilities in conducting the affairs of this school district, in order to insure the efficient administration of this school district, and to assure the teaching staff, through its freely chosen representatives, participation in the determination of terms and conditions of employment and in developing the highest standards of educational practices, the parties have entered into this agreement.

This agreement made and entered into as of the first day of July, 2014 by and between the Union Free School District Thirteen; Union Free School District Twenty-Four; Union Free School District Thirty and the Valley Stream Central High School District, (hereinafter referred to as the "Board"), and the Valley Stream Teachers' Association (hereinafter referred to as the "Association").

1. Recognition

1.1 The Board continues recognition of the Valley Stream Teachers' Association as exclusive agent for negotiation for all full time personnel in this district who are on the regular teachers' salary schedule (hereinafter referred to as the "teacher").

1.2 Included in this unit are Pupil Personnel Service Heads and Part-time Directors, Coordinators, Instructional Associates, Supervisors, Department Heads, Deans and Department Chairpersons. The Association represents Pupil Personnel Service Heads and Part-time Directors, Coordinators, Instructional Associates, Supervisors, Department Heads and Department Chairpersons for all purposes, except in their salaries for serving as Pupil Personnel Service Heads and Part-time Directors, Coordinators, Instructional Associates, Supervisors, Heads, Deans and Department Chairpersons, administrative duties and classroom teaching loads.

1.3 All other personnel in an administrative or supervisory capacity are not included.

1.4 The Board further recognizes the Association as the exclusive agent for negotiation for all part-time teaching personnel (hereinafter referred to as "Part-time Teachers") in Appendix D.

1.5 Such recognition shall extend for the maximum period permitted by the provisions of the Public Employees Fair Employment Act.

2. Administration and Board of Education

2.1 The Association recognizes that the Superintendent of Schools is the chief executive officer of this school district and is the responsible administrator for educational planning, for development of curriculum, for supervision of personnel, and all other activities as set forth in Board policies, and according to applicable State laws.

2.2 The Board reserves the right to meet with any other teachers' group or teachers' organization to hear its view and requests on negotiable matters, provided that the Association is notified at least five school days prior to the meeting and is afforded the opportunity of attending. No negotiations shall take place at these meetings.

2.3 The Association recognizes the authority and role of the duly appointed administrators as contained in the policies of the Board and in the administrative regulations.

2.4 Educational Consultation

It is agreed by both parties that the teaching staff shall have the opportunity to participate in and contribute to the educational planning in this district. To this end the Superintendent of Schools or his/her designee shall meet with the Association once each month during the school year to consult on matters of mutual concern and to advise the Association of administrative proposals for future educational planning including changes in class size policy. Either party may invite additional participants as required.

2.5 The Board shall meet with the Association at least once a semester within 30 days of the request of either party to review educational policies. It will be the intent of these meetings to allow a complete interchange of views on all matters not subject to negotiations.

2.6 The Superintendent of Schools shall confer with the Association once each year prior to budget submission concerning staff requirements for the following school year.

3. Association and Teachers

3.1 The Board recognizes the President of the Association (V.S.T.A.) and grants up to three full days' leave with pay for him/her to attend educational meetings, subject to prior agreement with the Superintendent of Schools as to time.

3.2 If administratively feasible, the Association President, the two Vice Presidents, Treasurer and the Unit Leaders, when in this District, will have their teaching schedules so arranged that their preparation period is the last period of the school day to facilitate their participation in Educational Consultation and other Association matters. At the VSCHSD, if administratively feasible, the Association President, the two Vice Presidents, the Treasurer and the Unit leaders will have their teaching schedules arranged so that their preparation period and professional period will be

scheduled during the last two periods of the day in order to facilitate their participation in Educational Consultation and other Association matters. Effective July 1, 2009, if the Association President is a secondary teacher, then he/she will have a normal teaching load of three periods per day, which will be scheduled consecutively and as the President's first teaching periods of the school day where administratively feasible, and two released periods. If the Association President is an elementary teacher and has a K-6 teaching assignment (classroom, special area or support area), he/she shall be released for the equivalent of 90 minutes per school day which shall be scheduled to occur the last 90 minutes of his/her workday. In addition, at the District's discretion, the President shall be assigned as a substitute teacher for a period equivalent to 145 school days and the Association shall compensate the District for 50% of the non-teaching time by selecting the cell on the salary schedule equivalent to the President's current placement and performing the following calculation: (a) salary $\times$ 1/200 = daily rate of pay; (b) daily rate of pay $\times$ 1/10 = per period rate of pay; (c) example: \$60,000 $\times$ 1/200 = \$300 (daily rate of pay); \$300 $\times$ 1/10 = \$30 (per period rate of pay) (3 periods = \$90); \$90 $\times$ 1/2 = \$45; \$45 $\times$ 184 (school days) = \$8280; \$8280 represents the dollar amount to be reimbursed by the Association to the District.

3.2.1 The Association shall be provided with a total of ten (10) union days for the purpose of conducting essential union business and which shall not be charged to personal leave pursuant to Section 5.7.1 hereof. The total of ten (10) such days are to be shared among the Association officers as allocated by the Association President.

3.3 There will be no reprisals of any kind taken against any teacher by reason of his/her membership in the Association or participation in any activities of the Association.

3.4 Nothing stated or implied in this agreement shall be construed as requiring a teacher to be a member of the Association as a condition of employment in this District.

3.5 The Association is permitted to place Association literature in the teachers' mailboxes.

3.6 A copy of the unofficial minutes of the Board will be made available to the Association on the same day that these minutes are sent to members of the Board.

4. Academic Freedom

4.1 The teacher and the School Board recognize that the pursuit of those issues which are considered controversial, but pertinent to the development of youth, is essential. The teacher has the freedom and the obligation to present this material in as impartial a manner as possible and at a level that is consistent with the student's maturity and interest.

4.2 The Board expects the teacher to utilize both good professional judgment and ethical practices in dealing with such topics.

5. Terms and Conditions of Employment

5.1 Salary

Salaries for all teachers covered under this Agreement are set forth in Appendix A, which is attached hereto and made part hereof.

5.1.1 For satisfactory teaching services rendered by a teacher in any public school in the Valley Stream School Districts (13, 24, 30, CHSD), full credit may be allowed for prior teaching service.

5.1.2 Teachers shall be given increments as provided in Appendix A on the last day of the month within which the anniversary date of employment occurs or at a midyear point if the Board so authorizes in accordance with the Board's By-Laws. Said increment shall commence with the pay period following completion of a year's service or sooner.

5.1.3 The annual salary shall be payable in 20 equal semi-monthly installments on the 15th day and last teaching day of each month except July and August, or at the option of the teacher, expressed in writing, the annual salary shall be payable in 20 semi-monthly installments, the first 19 of said installments to be each 1/24 of the annual salary, and the last installment due in June to be in the amount of the then unpaid balance of the salary. Such option shall be irrevocable during the school year for which the option is exercised. The final installments of salary for June may be paid earlier on completion of the teacher services for that month, provided the principal shall find that all final reports and end of the year obligations of the teacher are complete and correct.

5.1.4 The salary schedule shall be uniform for all teachers, regardless of grade assignment, subject, marital status, or sex.

5.1.5 Salary shall cease upon termination of employment or at the beginning of leave of absence without pay. At that time a deduction of 1/200 of the annual salary for each school calendar day remaining to and including the date of the next regular salary payment shall be made.

5.1.6 Should Workers' Compensation benefits be paid to a teacher for any day or days for which the teacher shall have received salary from the School District, an amount equal to the Workers' Compensation benefits so received shall be paid by the teacher to the School District.

5.1.7 Salary Deductions - Deductions shall be made from salary payments, at the written request of the teacher, and continued each year until terminated in writing and payments made to the appropriate agency for the following:

5.1.7.1 Dues to the Valley Stream Teachers' Association.

5.1.7.2 Payments to a teacher's credit union.

5.1.7.3 Investment in a legal tax sheltered annuity plan. A change in an individual's tax sheltered plan may be made only in the months of May and December.

5.1.7.4 Contributions to New York State Teachers' Retirement System.

5.1.7.5 Repayment of loans to N.Y. State Teachers' Retirement System.

5.1.7.6 Contributions to the NYSUT Benefit Trust.

5.1.7.7 VOTE COPE and/or Political Action Committee designated by VSTA.

5.1.7.8 AFLAC short-term disability insurance and hospitalization.

5.1.8 National Board Teacher Certification – An annual stipend shall be paid to a teacher who successfully obtains National Board Teacher Certification and submits documentation and verification of same to the Superintendent's Office. The amount of the stipend will be as follows: Effective July 1, 2019 \$1,222.99; Effective July 1, 2020 \$1,238.28; and Effective July 1, 2021 \$1,253.75. The stipend shall be paid on an annual basis provided the teacher maintains Certification. Should the teacher become eligible for the stipend during the school year, the stipend will be prorated.

5.2 Probation

The probationary period of a teacher shall be as prescribed under the Laws of the State of New York. The teacher shall be informed of his/her tenure status at least three months prior to the completion of his/her probationary period.

5.3 Teacher Orientation

Teachers may be required to participate in planned orientation workshop activities for not more than four (4) additional days prior to the first year of probation and for not more than two (2) additional days prior to each of the remaining years of probation. Effective July 1, 2005, at the VSCHSD, teachers may be required to participate in planned orientation workshop activities for not more than three (3) additional days prior to the first year of probation and for not more than two (2) additional days prior to the remaining years of probation. Effective October 8, 2008, teachers may be required to participate in planned orientation workshop activities for not more than three additional days prior to the first year of probation and for not more than two additional days prior to the remaining years of probation. Compensation for this participation is included within the basic salary schedule.

5.4 School Hours and Calendar

5.4.1 Both parties agree that, except for activities related to the educational program, or programs such as open school night, graduations, the normal working school day shall be seven (7) hours, including a lunch period. VSCHSD - See Sec. 5.25.1.7 UFSD 13, 24, 30 - Lunch period shall be no less than 50 consecutive minutes.

5.4.2 All teachers shall be required to attend up to three (3) evenings per school year to meet with parents. The Superintendent of Schools shall consult with the VSTA about the date of the additional (third) evening.

5.4.3 In addition to teaching duties, teachers are responsible both for the supervision and direction of students and for participation in the development of educational programs and activities.

5.4.4 Professional responsibilities and obligations such as student assistance, parent conferences, faculty, departmental and guidance meetings, committee service (which shall be voluntary) and other activities related to the educational program will require additional time at school. Efforts will be made to keep mandatory faculty, departmental, and elementary grade level meetings within reasonable time limits.

5.4.5 It is agreed that when there are conferences, committees, meetings or other activities related to the educational program, teachers engaged in them will continue in attendance and participation until the close of the activity.

5.4.6 The fourth Wednesday of each month during the school year shall be reserved for Association meetings, to begin at the end of the school day, after the dismissal of pupils. If the fourth Wednesday of any month is not a school day, the Association and the Building Principal shall arrange for an alternate meeting date.

5.4.7 Both parties agree that the school year will be comprised of not less than 183 days of student attendance, exclusive of emergency or special closing days, and that a school calendar for the ensuing year of 184 working days will be prepared jointly by the Association and Superintendent of Schools not later than April 1. Effective for the 2020/21 school year and thereafter, both parties agree that the school year will be comprised of not less than 183 days of student attendance, exclusive of emergency or special closing days, and that a school calendar for the ensuing year of 184 working days will be prepared by the Superintendent of Schools in consultation with VSTA, not later than April 1. Effective October 8, 2008, in an Elementary District, the Superintendent, as part of developing the school calendar, shall schedule at least one and not more than three half-days for students during the last week of school in June. Notwithstanding any policy, past practice or calendar notation to the contrary, in the event it becomes necessary to add days in order to ensure a 180 day work year, such days shall be added during the non-legal holidays of the Spring recess period and such other non-legal holidays as are necessary to ensure the work year as set forth above. Such days shall be specifically delineated in advance and set forth in the school calendar, and shall be added to the work year beginning with the latest day thereof.

5.4.8 The parties agree that in the event VSCHSD teachers are called upon to mark RCT's and/or PCT's, at any time beyond the work day set forth for teachers in this contract, then teachers shall be paid for said time as agreed between the parties.

5.4.9 Effective July 1, 2005, all VSCHSD teachers as defined in 1.1 and 1.2 will be required to remain twice per year for professional meetings and/or staff development up to one hour at the end of a regularly scheduled Wednesday staff meeting. Effective October 8, 2008, all teachers as defined in 1.1 and 1.2 will be required to remain four times per year for professional meetings and/or staff development up to one hour at the end of a regularly scheduled

Wednesday staff meeting. The Superintendent shall create and distribute to all teachers a schedule of these meetings during the first full week of school (for the 2008-2009 school year, within one month following October 8, 2008 for the 1st semester of the school year and prior to the winter recess for the 2nd semester.) Effective July 1, 2009, all teachers shall be required to remain five times per year.

5.4.10 Effective July 1, 2005, and in addition to section 5.4.9, all non-tenured VSCHSD teachers as defined in 1.1 and 1.2 will be required to attend four (4) after school staff development sessions per school year, each lasting up to two (2) hours. Effective October 8, 2008, and in addition to section 5.4.9, all non-tenured teachers as defined in 1.1 and 1.2 will be required to attend four after school staff development sessions per school year, each lasting up to two hours. The sessions will commence as soon as possible, but not more than twenty minutes after student dismissal, except in District No. 13, where at least two of these four sessions will be building-based and contiguous with the school day.

5.5 Advanced Study

5.5.1 Approved study beyond the Bachelor's and Master's Degrees, taken subsequent to the awarding of the degree, shall upon the recommendation of the Superintendent of Schools and approval of the Board of Education be recognized in accordance with Appendix A. Semester hours and courses creditable toward degrees granted shall be those taken in recognized colleges. The courses, workshops and other activities shall be such as are calculated in the judgment of the Superintendent of Schools to promote the general cultural, technical and professional standing of the teacher. Such courses, workshops, and other activities as set forth in Section 5.30 (In-service credit) shall also be approved by the Board of Education. The Board of Education at its discretion reserves the right to allow credit for any additional in-service training activities.

5.5.2 Any teacher eligible for advancement from one salary category to another on the basis of advanced study, or in-service credit, shall submit an official transcript for approval by the Superintendent of Schools. Salary adjustments will be made only as to credits earned as of the first day of September or February. For 2020/21 and thereafter, salary adjustments shall be made as to credits earned as of September 1st for teachers whose last lane movement was effective September 1st and as to credits earned as of February 1st for teachers whose last lane movement was effective February 1st.

5.5.3 Except for those teachers matriculating for an advanced degree or certification, no more than 15 such approved credits may be applied towards advancement from one salary category to another in any fiscal year (July 1 - June 30). Approved credits earned beyond the allowable maximum in one fiscal year may be included within the allowable maximum for the next fiscal year.

5.6 Extra Pay for Extra Services

5.6.1 The Board may, upon recommendation of the Superintendent of Schools, accompanied by the reasons therefore, pay a teacher for extra or special services. Such money shall be deemed earned only as and to the extent that said services shall have been performed. Such services shall be from year to year and only for the school year and be terminable at any time during that year by the Board for cause.

5.6.2 The schedule for extra pay for extra services shall be listed in Appendix B and C attached hereto and made part hereof.

5.6.3 It is agreed by both parties that the Superintendent of Schools or the designee, has the sole right to determine the qualifications of teachers for assignment to extra-curricular activities (pursuant to administrative regulations). Two teachers may be permitted by the Superintendent to share responsibilities for an extra-curricular assignment, in which case the teachers will each receive 50% of the corresponding stipend. The Board reserves the right to determine those activities which will be established, continued, or eliminated as it deems best for the pupils and for the District.

5.6.4 Notice of all openings for extra-curricular activities shall be posted in each building. First consideration for assignment to these activities shall be given to qualified members of the teachers' bargaining unit. If no such applicant is acceptable to the District, then consideration shall next be given to qualified applicants from any of the other VSTA/District teachers' bargaining units. If no such applicant is acceptable, the District may then select from among any other qualified applicants. Nothing herein shall be construed as diminishing the Board of Education's and Superintendent's discretion in hiring personnel they deem to be qualified for all such positions and determining the appropriate qualifications therefor. This section shall not apply to the assignment of emergency medical service providers.

5.6.5 Acceptance of assignments to extra-curricular activities shall be voluntary, except in those instances, when in the judgment of the principal, faculty supervision is required and no qualified volunteer is available, after the requirements of Section 5.6.4 have been met. Such assignment shall be accepted by the teacher so assigned, after a meeting with the principal and receipt of a written statement of the reason(s) for the assignment. This assignment is not to exceed one semester or a season unless the assignment is a year-round activity.

5.6.6 Assignments for a non-continuous activity, when no qualified volunteer is available, shall be made by the principal by personal notice of the assignment and a written statement of the reason for the assignment.

5.7 Leave Time and Teacher Absence

5.7.1 A new teacher hired after July 1, 1984 shall be permitted leave for the purposes listed below with full pay for the year in which s/he is hired in an amount of 1.5 days per month commencing with the date of employment and ending the following June 30. All other teachers shall be permitted 15 school days leave with full pay in any one school year for personal illness, religious holy days, death or illness in the immediate family, teacher's graduation or required

court attendance. Three of these days may be used for the following personal business: closing title on own house; moving to new residence (one day); special religious ceremony, e.g., confirmation, circumcision of own child; graduation of member of immediate family; attending own child's school performance or required college admission interview; attendance at funeral of member of family or close friend; adoption of a child; other urgent and personal business that cannot be transacted outside normal school hours; own wedding and wedding of a member of immediate family; and, effective October 8, 2008, essential Union business for each of not more than four Association Executive Officers. Prior notice of these absences shall be given to the principal. Other absences for personal business shall require prior approval of the Superintendent of Schools, except in the case of an emergency, which may on its merits be approved after the fact. Such absences for personal business may not be primarily used to extend weekends, vacations or other leaves. "Immediate family" as set forth herein shall mean spouse, child, father, mother, brother or sister or other permanent members of the teacher's household.

5.7.2 An absence of 5 consecutive school days on account of personal or family illness shall be substantiated by a doctor's certificate satisfactory to the Board.

5.7.3 All unused leave shall be cumulative indefinitely only for the future personal illness of the teacher or for purposes of computing "Leave of Absence With Pay Prior to Retirement."

5.7.4 The Board will add to a teacher's accumulated leave one day for each day of absence charged to leave resulting from injuries incurred in line of duty and covered by Workers' Compensation. The days added to accumulated leave may be used only for future illness after depletion of accumulated leave, but not for computing leave of absence with pay prior to retirement.

5.7.5 Absence for jury duty will be granted with full pay. Such absence will not be deducted from the leave provision above. Remuneration received for such jury duty is returnable to the School District. Employees shall request that they be placed "on call," where available.

5.7.6 Fifth Disease - The District, where it is practicable to do so, will temporarily reassign teachers who risk exposure to Fifth Disease in the workplace and who submit medical documentation evidencing the necessity for a change in work assignment.

5.8 Extended Sick Leave

A teacher who is stricken with a serious and prolonged illness or injury shall be eligible for extended sick leave under the following conditions:

- a. the teacher has been employed, full time, continuously in the school district for seven full years or more, and
- b. prior to the onset of such illness had not used 65% of the accumulated leave theretofore available, and
- c. has expended all accumulated leave on account of such illness or injury, and
- d. presents to the Board the certificate of a physician chosen by the Board that such illness or injury has stricken the teacher, and will prevent the teacher from performing normal teaching duties for a period of at least 30 calendar days beyond the last day of the accumulated leave, then and in such an event, the teacher shall be granted an extended leave of absence for a period not to exceed 20 additional school days of leave.

5.9 Payment for Unused Accumulated Sick Leave Entitlement for Teachers Hired on or Before 9/2/88.

5.9.1 All unused leave shall be cumulative up to 250 days.

5.9.2 Teachers shall be entitled to the payment referred to herein provided they meet the eligibility requirements set forth at

5.9.3.

5.9.3 Payment shall be made to a teacher who:

- a. is eligible for service retirement and retires from the New York State Teachers' Retirement System; and
- b. has served in the School District from which the teacher will retire for a period of not less than 10 years for teachers whose employment began prior to September 1, 1987 or for a period of not less than 15 years for teachers hired to commence teaching after September 1, 1987; and
- c. who retires on the day immediately following the final day of employment; and
- d. duly and timely executes the application for retirement effective on the day following the last day of employment.

5.9.4 Payment shall be calculated on the basis of 1 day's pay for each 2 days of the first 150 days of accumulated leave and one day for each 4 days of the next 100 days of such accumulated leave. As to this category of employees, the daily rate of pay shall be based upon the salary in effect the July 1st following the final day of employment pursuant to Paragraph 5.9.7.

5.9.5 All payments due under this Section shall be made as an employer non-elective contribution to a 457 account of each covered employee in accordance with the terms and conditions of the attached agreement. Payment shall be made on the July 31st following the effective date of retirement.

5.9.6 The estate of a teacher eligible for the benefits referred to herein who dies in the year of eligibility shall be entitled to the lump sum payment as referred to above.

5.9.7 In order to receive the benefits delineated in this Section, the teacher must provide the Superintendent of Schools, by no later than March 15th, with a written letter of his/her intent to resign for the purpose of retirement effective June 30th. Under certain unforeseeable circumstances where adherence to this deadline would impose a severe personal or financial hardship to a teacher or his/her family, supported by written documentation satisfactory to the District, the teacher who has met the deadline should have the right to rescind his/her resignation for the purpose of retirement. If a teacher cannot meet the March 15th deadline because of certain unforeseeable circumstances which would impose a severe personal or financial hardship to a teacher or his/her family, the teacher may make an application to the Superintendent of Schools, supported by written

documentation satisfactory to the District, to extend the deadline by no less than 30 but no more than 45 additional calendar days.

5.10 Payment for Unused Accumulated Sick Leave Entitlement for Teachers Whose Employment Began 9/2/88 and thereafter.

5.10.1 All unused leave shall be cumulative up to 300 days.

5.10.2 Teachers shall be entitled to the payment referred to herein provided they meet the eligibility requirements set forth at **5.10.3.**

5.10.3 Payment shall be made to a teacher who:

- a. is eligible for service retirement and retires from the New York State Teachers' Retirement System; and
- b. has served in the School District from which the teacher will retire for a period of not less than 15 years; and
- c. who retires on the day immediately following the final day of employment; and
- d. duly and timely executes the application for retirement effective on the day following the last day of employment.

5.10.4 Payment shall be calculated on the basis of 1 day's pay for each 4 days of the first 200 days of accumulated leave and one day for each 2 days of the next 100 days of such accumulated leave.

5.10.5 All payments due under this Section shall be made as an employer non-elective contribution to a 457 account of each covered employee in accordance with the terms and conditions of the attached agreement. Payment shall be made on the July 31st following the effective date of retirement.

5.10.6 The estate of a teacher eligible for the benefits referred to herein who dies in the year of eligibility shall be entitled to the lump sum payment as referred to above.

5.10.7 In order to receive the benefits delineated in this Section, the teacher must provide the Superintendent of Schools, by no later than March 15th, with a written letter of his/her intent to resign for the purpose of retirement effective June 30th. Under certain unforeseeable circumstances where adherence to this deadline would impose a severe personal or financial hardship to a teacher or his/her family, supported by written documentation satisfactory to the District, the teacher who has met the deadline should have the right to rescind his/her resignation for the purpose of retirement. If a teacher cannot meet the March 15th deadline because of certain unforeseeable circumstances which would impose a severe personal or financial hardship to a teacher or his/her family, the teacher may make an application to the Superintendent of Schools, supported by written documentation satisfactory to the District, to extend the deadline by no less than 30 but no more than 45 additional calendar days.

5.11 Leaves

5.11.1 Requirement to Return After Sabbatical

Teachers granted sabbaticals under the previous contracts are required to return and resume their teaching duties in the Valley Stream district concerned for at least two years. If the teacher fails to return, the entire sabbatical pay must be refunded to the Board of Education. If the teacher returns for only one year, 50% of the sabbatical salary must be refunded to the Board. The two year requirement to return or refund compensation shall be waived in the event of the following:

- a. Death of the teacher
- b. Inability of the teacher to perform normal duties as a teacher as certified by a physician or psychiatrist designated by the Board.

(1) The Board shall have the right to have such teachers examined to determine their ability to perform their duties as teachers, at any time, but no more often than every three months.

(2) When such a teacher regains the ability to perform duties as a teacher, the teacher shall be required to return to employment within the district for a period of two years, or shall refund salary as stated in 5.11.1

5.11.2 Leave for Health

A teacher who has served full time in the District for at least 5 consecutive years and, effective October 8, 2008, who has not received a leave for health within the last 10 years, shall be granted a leave for health for up to one (1) school year. The length of the leave granted (but in no event more than one (1) school year) shall be the same as the time required by the teacher to recover from the illness and resume normal duties within the District, as determined pursuant to .2b., .2c. and .3 of this section. In order to secure such leave the teacher must comply with, and the leave is granted upon, the following terms and conditions.

5.11.2.1 The teacher's total accumulated leave has been used up.

5.11.2.2 The teacher shall submit with the application a statement by a physician licensed in the State of New York that:

- a. The teacher's condition is such that the teacher cannot properly carry out duties as a teacher in the District, and
- b. States the approximate length of time such condition will not permit the teacher to properly carry out such duties, and
- c. There is sufficient reason to believe that the individual will be able to resume normal duties after the completion of the leave.

5.11.2.3 A physician of the Board's choosing agrees that conditions .2a., .2b., and .2c. exist.

5.11.2.4 Application cannot be made during the school year until such time as the teacher's accumulated leave has been used up to a balance of thirty (30) days or less.

5.11.2.5 The teacher cannot return to the position until found to be capable of performing his/her duties by a physician of the Board's choosing.

5.11.2.6 A maximum of two percent of teaching staff may be granted leave for health during any one year. For this purpose, staff is defined as those personnel listed in section 1.1 and 1.2 of the Recognition Clause in this agreement plus psychologists in elementary districts and guidance counselors. Should the number of emergency leaves for health cause the Board to exceed the agreed upon 2%, such additional leaves will be applied against the percentage to be applied for the following year. A member of the teaching staff who receives a leave for health shall receive 70% of basic salary during the time of such leave.

5.11.2.7 In the event the teacher does not utilize the full leave granted, the unused portion will be credited to his/her sick days' accumulation as follows:

a. Point seven (.7) leave days for one unused health leave day or seven (7) leave days for ten (10) health leave days.

b. Time credited in this manner shall not be used for sick leave until any leave accumulated after return from health leave has been used up.

c. Time credited in this manner shall not be applied to any leave prior to retirement nor be used under any conditions other than for sick leave.

5.11.3 Requirement to Return After Leave for Health

5.11.3.1 Teachers granted Leave for Health are required to sign a memorandum of intent to return and resume their teaching duties in the Valley Stream district concerned for at least two years. If the teacher fails to return, the entire leave pay must be refunded to the Board of Education. If the teacher returns for only one year, 50% of the leave salary must be refunded to the Board.

5.11.3.2 The two year requirement to return or refund compensation shall be waived in the event of the following:

a. Death of the teacher

b. Inability of the teacher to perform normal duties as a teacher as certified by a physician or psychiatrist designated by the Board.

(1) The Board shall have the right to have such teachers examined to determine their ability to perform their duties as teachers, at any time, but no more often than every three months.

(2) When such a teacher regains the ability to perform duties as a teacher, the teacher shall be required to return to employment within the District for a period of two years, or shall refund salary as stated in 5.10.3.1.

5.12 Child Care Leaves of Absence shall be granted as follows:

5.12.1 Such leave shall not exceed two years and shall be granted without salary.

5.12.2 Staff members on childcare leave are expected to submit written notification of their intention to return or resign. It is required that such notification be submitted to their Superintendent of Schools prior to the 15th day of March in the school year preceding the termination of leave.

5.12.3 Such leave of absence shall not count as a step or steps on the salary schedule or apply towards tenure.

5.12.4 Any childcare leave of absence commencing at the beginning or during the school year will terminate no sooner than the end of such year and will for the purposes of the two-year period, be counted as full year leave of absence.

5.13 Leave of Absence, With or Without Pay, may be granted at the discretion of the Board for such other reasons and upon such conditions as the Board may determine.

5.14 Insurance

5.14.1 Any employee may voluntarily decline health insurance and receive a prorated payment in an amount equal to \$1,400.00, divided by 12, multiplied by the number of complete months between the date on which the employee's declination became effective and the date on which the employee's reenrollment becomes effective, or date of payment, whichever occurs first, to be paid on the first June 30 following the effective date of the most recent declination. On a District by District basis, the payment shall be retroactively increased to \$2,500 in any fiscal year in which at least the following number, above and beyond that in effect as of June 1, 2005, of that District's unit members opt to decline family coverage and that number or more remain opted-out over the course of the entire fiscal year:

District 13: 6

District 24: 3

District 30: 3

VSCHSD: 10

It is understood that the health insurance plan carrier's rules and regulations may impose a waiting period between the date on which notice of withdrawal from coverage is submitted by the employee and the date on which the withdrawal becomes effective. Employees who have withdrawn from the health insurance plan shall, upon written request, be reinstated to family or individual coverage, as appropriate, subject to the rules and regulations of the health insurance plan in effect at the time of the reinstatement. The employee so reinstated shall be entitled to receive a prorated payment in an amount equal to the amount in effect in 5.14.1, divided by 12, multiplied by the number of complete months between the date on which the employee's most recent annual declination became effective and the date of reenrollment. An employee shall be limited to reinstatement only one time within a twelve (12) month period.

5.14.2 The Board agrees to pay health insurance premiums for each teacher as follows: a sum of 80% of the premium charged by the Empire Health Insurance Plan for either single or family category in which the teacher may be enrolled or 80% of the premium charged for any new plan agreed to by the Association and the Board. A teacher terminated under Education Law Section §3020-b (2) shall have his/her health insurance continued for the period of three (3) months from the effective date of termination with employee contribution at the then-applicable rate.

5.14.3 The existing Internal Revenue Code §125 flexible spending plan shall be expanded to include all tax deferment plans permitted by the I.R.S. It is understood that before the pre-tax contributions are implemented, any employee making such contributions shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including fees, that arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

5.14.4.1 \$810 per annum shall be paid in equal monthly payments to the Valley Stream Teachers' Association Welfare Fund to cover all teachers in the bargaining unit who are participants in the plan and are on the payroll at the time the monthly payments are due and payable. Effective and retroactive to July 1, 2006, this amount shall be increased to \$1,000. The monies retroactively paid pursuant to this provision shall be utilized by the Fund to initially establish a four month reserve of projected expenses, as set forth in the consultant's report, Option 1. All other monies paid pursuant to this provision shall be used to maintain the four month reserve, and then for other purposes consistent with the Fund's authority. The Trustees of the fund, in addition to providing funds to defray a portion of the cost of a dental insurance plan, may include and pay for the other benefits such as, but not limited to, life, optical, and legal insurance for the covered employees. During the life of this contract, the existing coverages (dental, excess major medical, optical) as of 6/30/88 only shall be continued.

5.14.4.2 A joint District-Association committee shall be established to review and analyze the financial condition, including solvency, trends, funding levels and expenses, of the Welfare Fund. The committee shall be composed of one representative designated by each District and four representatives designated by the Association. The Committee shall meet on an as-needed basis. Nothing contained in this paragraph, nor any action or inaction of the Committee, nor any statements made in Committee meetings, shall be subject to the grievance procedure or to any PERB or Court proceedings.

5.14.5 The "Valley Stream Teachers' Association Welfare Fund" shall be solely responsible for the processing of all benefits provided by the fund.

5.14.6 In the event a teacher, as the result of the proper discharge of his/her duties, sustains theft or damage or destruction to clothing, other personal property on the person, and/or all items brought to school for instructional use, and such loss is in excess of \$25.00, the Board shall reimburse such teacher for the reasonable cost of such loss in an amount not to exceed the amount of the deductible in the employee's insurance coverage or \$200, whichever is less, provided the employee submits documentation acceptable to the District of the loss, including proof of loss, a police report, the amount of the deductible and proof of submission, acceptance and any reimbursement under the employee's insurance policy. An employee may be reimbursed pursuant to this Section and Section 5.14.7 for a total of not more than \$400 per fiscal year.

5.14.7 In the event the personal motor vehicle owned, leased or rented in the name of the teacher or spouse is damaged by vandalism on school property pursuant to the teacher's school duties and the damage results in a loss greater than \$25, the teacher will be reimbursed for the reasonable cost of repair or replacement up to the amount of the deductible in the employee's insurance coverage or \$200, whichever is less, provided the repair or replacement is actually carried out, or the vehicle is totally beyond repair and is adjudged by the vehicle's insurance carrier to be "totaled," and provided further that the employee submits documentation acceptable to the District of the loss, including proof of loss, a police report, the amount of the deductible and proof of submission, acceptance and any reimbursement under the employee's insurance policy. An employee may be reimbursed pursuant to this Section and Section 5.14.6 for a total of not more than \$400 per fiscal year.

5.20 Annual Professional Performance Review

Each teacher will receive, at least once a year, a written report giving a constructive evaluation of the teacher's work.

The parties have negotiated Annual Professional Performance Review Plans in each of the four districts in accord with Education Law Section 3012(c). Observation, evaluation of teachers shall be in accord with said Plans as periodically modified as permitted by law. The Districts and VSTA agree to continue the existing APPR Plan during the life of this contract.

Notwithstanding the above, the parties agree that effective July 1, 2011 and thereafter, as to the appeals procedure referred to in Education Law Section 3012(c), the following constitute compliance with the statute:

1. Appeals shall be limited to those evaluations which have resulted in a rating of Ineffective or Developing.
2. Within five school days of the receipt of an annual evaluation providing a rating as set forth in Subparagraph (1) above, a teacher may appeal the annual evaluation to the Superintendent of Schools or his/her designee. The appeal shall be in writing and shall articulate in detail the basis of the appeal. Appeals shall be limited to:
 - a. the substance of the annual professional performance review;

- b. the school district's adherence to the standards and methodologies required for such reviews pursuant to Section 3012(c) of the Education Law;
 - c. the school district's adherence to the Regulations of the Commissioner and compliance with any applicable locally negotiated procedures;
 - d. the school district's issuance and/or implementation of the terms of the teacher's improvement plan;
 - e. any issue not raised in the written appeal shall be deemed waived; and
 - f. notwithstanding item (e) above, procedural issues which are or will be set forth at Section 5.20 of this contract shall be subject to this contract's grievance procedure.
- 3. Within five school days of receipt of the appeal, the Superintendent of Schools or his/her designee shall render a written determination with respect thereto.
 - 4. The determination of the Superintendent of Schools or his/her designee as to the substance of the evaluation shall not be grievable, arbitrable, nor reviewable in any other forum. However, nothing shall prevent a teacher from challenging the substance of an evaluation within the context of a proceeding pursuant to Education Law Section 3020-a.
 - 5. The time frames referred to herein may be extended by mutual agreement of the parties.

5.21 Teacher's Files

5.21.1 The teacher shall receive a copy of any material hereafter placed in the teacher's official files. These files include the files in the District Office, principal's office and assistant principal's office.

5.21.2 Written reaction to these materials by the teacher shall be placed in these files upon the teacher's request.

5.21.3 These files may be reviewed by the teacher upon the teacher's request. Material placed in the file prior to employment may not be reviewed.

5.21.4 Teachers will be permitted, upon request, to make a copy of any document placed in their file after employment in the district.

5.21.5 If a teacher believes that a statement contained in material placed in the teacher's file after July 1, 1996 is objectively factually incorrect, then the employee and the VSTA may meet with the Superintendent of Schools in an effort to correct any misinformation.

5.22 Teacher Transfers and Reassignments

Transfers and reassignments of teachers are sometimes necessary to meet the educational and staffing needs of the District and shall be made in accord with the following:

5.22.1 Teachers may request a transfer in grade, subject or building at any time by written application to the building principal and the Superintendent of Schools.

5.22.2 Information on known vacancies will be available at the District office on request.

5.22.3 When transfers are to be made, first consideration shall be given to teachers requesting transfer, prior to another teacher being considered for such transfer.

5.22.4 Length of service shall be a consideration in determining transfers.

5.22.5 A teacher who is to be transferred or reassigned to another building shall be so informed in writing by the Superintendent of Schools. The teacher concerned has the right to discuss this action with the building principal and the Superintendent of Schools prior to its implementation.

5.23 Promotional Vacancies

Whenever any vacancy in a promotional position occurs, the Superintendent of Schools shall have posted in each building a notice of vacancy and a copy shall be forwarded promptly to the Association.

5.24 Teacher Assignments - General

5.24.1 Specific assignments to grade, subject or building shall be at the discretion of the Superintendent of Schools.

5.24.2 Each secondary school teacher will be furnished with a tentative program and each elementary classroom teacher will be furnished with a tentative classroom assignment for the ensuing year, by June 15.

5.24.3 Teachers shall be assigned to a single classroom where administratively feasible. When this cannot be arranged, the teacher should be provided with desk and file space for use during non-instructional school time.

5.24.4 Emergency Teaching Assignments

5.24.4.1 Secondary teachers may be asked to utilize only their preparation period to cover the class of an absent teacher. Such teacher shall be compensated at the rate of \$34.52 per forty-five (45) minute class covered. This rate shall be increased to \$36.68 effective July 1, 2019, \$37.14 effective July 1, 2020 and \$37.61 effective July 1, 2021. A teacher shall not be required to accept more than eight (8) such assignments in a school year. Effective for the

2020/21 school year and thereafter, teachers may be required to serve up to eight (8) such assignments without compensation pursuant to this paragraph prior to the eight (8) such assignments for which compensation is required.

5.24.4.2 If an elementary classroom teacher loses unassigned time as the direct result of the reassignment of a special area teacher to a regular class, such classroom teacher shall be paid \$18.16 for up to thirty-five (35) minutes and \$36.32 for the time in excess of thirty-five (35) minutes per occasion. Effective July 1, 2019 these rates shall be increased to \$18.34 for time up to 35 minutes and \$36.68 for time in excess of 35 minutes. Effective July 1, 2020, these rates shall be increased to \$18.57 for time up to 35 minutes and \$37.14 for time in excess of 35 minutes. Effective July 1, 2021, these rates shall be \$18.80 for time up to 35 minutes and \$37.61 for time in excess of 35 minutes.

5.24.4.3 If an elementary teacher loses all unassigned periods in a given day to cover the class of an absent teacher, then the teacher shall be paid \$27.24 for up to thirty-five (35) minutes and \$36.32 for the time in excess of thirty-five (35) minutes per occasion. Effective July 1, 2019, these rates shall be increased to \$27.51 for time up to 35 minutes and \$36.68 for time in excess of 35 minutes. Effective July 1, 2020, these rates shall be increased to \$27.86 for time up to 35 minutes and \$37.14 for time in excess of 35 minutes. Effective July 1, 2021, these rates shall be \$28.20 for time up to 35 minutes and \$37.61 for time in excess of 35 minutes. Teachers shall be informed of such requests as early as possible during the school day.

5.24.5 Any teacher having classroom teaching assignments in more than one building in any one day shall receive \$36.32 per night additional pay for attendance at Parents Nights beyond the requirements of Section 5.4.2. Effective July 1, 2019, this rate shall be increased to \$36.68. Effective July 1, 2020, this rate shall be increased to \$37.14. Effective July 1, 2021, this rate shall be increased to \$37.61.

5.24.6 Where it is practicable to do so, the District will attempt to schedule to the same preparation period general education and special education teachers assigned to the same classified students assigned to inclusion classes.

5.24.7 Nothing in this section shall deter or prevent reorganization of the school schedule.

5.24.8 Effective October 8, 2008, the elementary school day shall include an additional block(s) of time not to exceed 35 minutes per week per teacher during which the teacher will be engaged in professional duties limited to providing academic assistance to students ("extra help"). The District shall notify the Association prior to the start of each semester (for the Fall 2008-2009 semester, as soon as is practicable following October 8, 2008) of the days (not Wednesdays or Friday afternoons) on which extra help is provided. Individual teachers shall set their schedules following consultation with and approval by the District at least one semester in advance so that students and parents/guardians can be notified. The sessions shall be contiguous with the teacher's workday. The District will attempt to accommodate a teacher's scheduling needs. The teacher shall be obligated to make up any missed time upon prior notification to and approval of the District. Effective for the 2020/21 school year and thereafter, this extra help obligation may be fulfilled either before the start of the teacher workday or after its conclusion upon the approval of the building principal.

5.25 Teacher Assignments - Secondary

5.25.1 (Teacher Assignments – Secondary) Based upon the scheduling practice of 38-50 minute periods plus homeroom, where homeroom is applicable, the weekly schedule for all teachers as defined in 1.1 and 1.2 shall be determined as follows:

5.25.1.1 Total assignments may not exceed 40 periods per week plus homerooms where homerooms are operated.

5.25.1.2 Each teacher will be assigned 5 periods for preparation.

5.25.1.3 Each teacher will be assigned five professional periods, during which time the teacher may be engaged in a variety of self directed professional responsibilities including, but not limited to, preparation (as set forth in 5.25.1.2). The District may assign each teacher to professional meetings and/or building duties during up to a maximum of 10 of his/her professional periods per year; these periods will not be utilized for student contact/instruction or in lieu of any assignment for which teachers are being compensated as of the date on which the 2004-2007 Agreement is fully ratified and approved. Effective October 8, 2008, the District may assign each teacher to professional meetings and/or building duties during up to a maximum of 20 of his/her professional periods. The District may assign each teacher to small group instruction (no more than 9 students) for up to 10 of those professional periods for the purpose of Regents Examination and Advanced Placement test preparation, NYSSMA performance preparation, Physical Education class and/or Science Lab make-up sessions. Any teacher so assigned to, or who volunteers and is assigned to perform during not more than 20 professional periods per year, small group instruction will be compensated at a rate equivalent to one hour at the out-of-school suspension instruction rate.

5.25.1.4 Effective October 8, 2008 at the District's discretion, one 35 minute block of time per week may be scheduled in addition to the seven hour work day, to commence upon the completion of the ninth period, during which time teachers will be engaged in professional duties limited to providing academic assistance to individual students ("extra help"). As soon as is practicable following October 8, 2008, the District shall notify the teacher of the day (not Wednesdays or Fridays) on which he/she shall provide extra help. The District shall have the right to change a teacher's assignment for the 2008-2009 spring semester. Notice of this change shall be provided to the teacher by no later than December 1, 2008. The District will attempt to accommodate a teacher's scheduling needs.

Effective July 1, 2009, at the District's discretion, either one 35 minute (assuming a seven hour student day) or two 30 minute (assuming a 6 hour, 55 minute student day) block(s) of time per week may be scheduled in addition to the seven hour teacher work day, to commence upon the completion of the ninth period, during which time teachers will

be engaged in professional duties limited to providing academic assistance to individual students ("extra help"). The District shall select, by not later than June 15, 2009 and each succeeding June 15, which one of these options it will implement for the following school year. The District shall, by not later than June 15, 2009 and each succeeding June 15, notify a teacher of the day(s) upon which he/she shall provide extra help during the following school year. Unless the District and teacher otherwise agree, this assignment shall not be changed during the school year. The District will attempt to accommodate a teacher's scheduling needs. Effective for the 2020/21 school year and thereafter, this extra help obligation may be fulfilled either before the start of the teacher workday or after its conclusion upon the approval of the building principal.

5.25.1.5 Teachers of science may be assigned 27 teaching periods per week, but as administratively feasible shall be assigned to teach less than that number. Where science teachers are assigned to more than 25 periods of instruction, they shall be compensated at the rate of 1/6th of 1/200th of their annual salary for each period.

5.25.1.6 Teachers of subjects other than science may be assigned no more than 25 periods of teaching per week. Pursuant to and consistent with existing District practices, teachers who are requested and agree to teach a 6th period shall be compensated at the rate of 1/6th of 1/200th of their annual salary, subject to the present sign-off procedure. When Automotive or Cosmetology vocational programs are composed of blocks of three period classes, teachers of these programs may teach two of these blocks per day.

5.25.1.7 To reach a total of 40 assigned periods, teachers not otherwise assigned may be assigned non-teaching duties as determined by the administration. A teacher who has served in the same non-teaching assignment for a period of two (2) consecutive years shall, upon request, be given a different assignment. The non-teaching duties of teachers having more than 26 assigned teaching periods should generally be assigned in work related to their area of teaching.

5.25.1.8 Teacher specialists, such as, but not limited to, nurse-teacher, counselors, teachers of performing music groups, reading specialists, speech specialists and librarians will be assigned by the administration to duties within their classification.

5.25.1.9 Each teacher shall have one full period for lunch.

5.25.1.10 Teachers' pupil load shall conform to regulations as set forth by the Commissioner of Education.

5.25.1.11 Nothing contained in this section shall be construed as limiting the District's right to continue to direct teacher activities during the preparation period set forth in 5.25.1.2 pursuant to existing practices as of the date of the complete ratification and approval of the 2004-2007 Agreement.

5.25.2 Electronic Platform All teachers grades 7–12 will be required to use the electronic platform in the District's current student management system, or any other similar replacement system that may subsequently be purchased by the District. All teachers grades 7–12 will be required to use the electronic platform for report cards, test grades and assessments. Assessments will be entered into the system as soon as practicable after the assessment is graded, but not later than two (2) weeks thereafter. Assessments will include, but are not limited to, tests, quizzes, lab results, grades on homework assignments, projects, and any other body of work that contribute to a child's quarterly, semester and/or final grade. The District will provide training in the use of any application.

At the elementary level, teachers will be required to maintain ongoing contact with parents of their students through some form of electronic/digital communication at a rate which adequately informs parents of an elementary student's academic, social and emotional progress as approved by the Superintendent. Attendance and report cards will be posted as determined by the District as well as interim progress reports to the extent previously utilized in each District.

5.26 Attendance at Professional Conferences

Teachers shall be considered for attendance at approved professional conferences on the same basis as other staff members.

5.27 Excess Teachers

Teachers declared in excess due to reductions in staff:

5.27.1 Shall be placed on a Preferential Hiring List for 7 years.

5.27.2 Shall be placed on a Preferential Substitute List from which the district shall endeavor to fill substitute vacancies.

5.27.3 Shall upon written request, be placed on the Preferential Substitute List in other Valley Stream Districts (13, 24, 30, CHSD).

5.27.4 Shall receive first consideration, upon written application, for employment in vacancies for which they are certified in the other Valley Stream Districts (13, 24, 30, CHSD).

a. Information concerning vacancies will be made available to the Association upon request.

b. The Association may notify excess teachers on the Preferential Hiring Lists of all Valley Stream Districts of such vacancies.

c. Teachers who are qualified may apply directly to the District indicating their preferential status.

d. The District in its discretion will employ a teacher best qualified to fill the vacancy subject to the re-employment rights of any excess teachers in the District in which the vacancy exists.

5.27.5 Tenured teachers who are excessed will have their health insurance continued for up to one full year, or until re-employed in a full time job elsewhere and whose employer provides coverage of a similar nature. Such a teacher, in order to be eligible for this benefit, must have been tenured in the District, excessed and have had payments made

by the District for such benefits on his/her behalf in the prior school year. The teacher will be responsible for any difference in the dollar amount beyond the Board's normal contribution.

5.28 Severance

A teacher as defined in Section 1.1 of the Agreement and who was employed by the District prior to June 30, 1982 and who has been employed for at least ten years in the District (leaves of any type shall not be credited towards such years) and not eligible for retirement shall upon being excessed as a result of abolishment of a position or positions at any time receive severance pay to be determined and upon the conditions, as set forth below. For the purpose of computation of ten (10) years under this section, any years of employment prior to the resignation of a teacher who later returns to employment in the District shall not be considered. The date of commencement of re-employment shall then be the date which begins the computation of the ten (10) year period. Excessed for the purpose of this section only shall mean that the teacher did not return to employment in the District within 60 days after the opening of the school year after being terminated as a result of the abolishment of a position or positions at any time. For the purposes of this section only employment shall not be deemed to be interrupted if a teacher is excessed and then recalled to employment at a later date.

5.28.1 'Day of pay' for the purposes of this section shall be \$50.00 per day.

5.28.2 Such teacher shall receive one day of pay for each two days of the first 150 days of leave accumulated pursuant to Section 5.7 and one day of pay for each four days of the next 100 days of such accumulated leave. Such payment to be due to and to be made to the teacher on the first payroll period after the 60th day after school opening.

5.28.3.1 In the event a teacher who has received severance pay pursuant to this section returns to employment in the District, the teacher shall have the option whether to return the pay received pursuant to this section.

5.28.3.2 If the pay received pursuant to this section is returned, all of the days of leave the teacher had accumulated prior to being excessed shall be put back in the teacher's leave bank together with all days, if any, which had been in the bank at the time of excessing. Such days will be in the bank to be credited to and used by the teacher pursuant to the terms of this contract,

including severance pay, at a later date if required.

5.28.3.3 The return of the pay as set forth in .2 above shall be made within thirty (30) days of return to employment, time being of the essence and if not done within said period of time the right to return the pay pursuant to .2 above shall be completely at an end.

5.28.3.4 In the event the teacher does not elect to return the severance pay, the following shall apply:

a. If at the time the teacher received the severance pay, the teacher had 250 or more days in the bank, then none of the days in the bank (whether used in calculating severance pay or not) shall be included in the teacher's bank for "Leave of Absence With Pay Prior to Retirement" in accordance with Section 5.9 of this Agreement. All such days in excess of 250 shall be kept in the teacher's leave bank to be used for sick leave only and for no other purpose.

b. If the teacher had less than 250 days in the bank at the time of receiving the severance pay, then no days shall be restored to the teacher's leave bank, for any purpose, at the time the teacher returns to employment in the District.

5.28.4 A teacher who has received severance pay pursuant to Section 5.28 shall not be entitled to and shall not receive severance pay at any later date, unless the teacher returned the severance pay received upon being restored to employment as set forth above. It is the intent of this section that under no circumstances shall a teacher receive severance pay more than once.

5.28.5 Nothing in this section shall be construed to alter, amend or modify the New York State Education Law as same relates to excessing of teachers and returning of same from any preferred list upon which they may be placed.

5.29 No teacher's service shall be terminated except in accordance with the Educational Laws of the State of New York.

5.30 In-Service Credit

Teachers must secure prior approval from the Superintendent of Schools in order to assure in-service credit. At least six credits of each fifteen must be earned in degree granting institutions. A teacher shall not receive any in-service credit toward salary for any course which is paid for by the District. If a teacher pays for the course, the teacher shall receive the appropriate in-service credit. Credits may be earned as follows:

5.30.1 Organized Classes

5.30.1.1 Appropriate courses given by a degree granting institution.

5.30.1.2 In-service courses given by the Valley Stream Inter-District Committee or School Districts.

5.30.1.3 Special courses given by other approved organizations.

5.30.2 Cooperating Teacher

A cooperating teacher will receive two credits for satisfactory service rendered to each student teacher, except when a student teacher is divided between two teachers in a semester, then each of the cooperating teachers shall receive one credit. A maximum of four credits will be granted for cooperating teachers within each fifteen points claimed for salary credit. A cooperating teacher may be expected to accept additional student teachers without credit 25 during this fifteen point period.

5.30.3 Study Groups

Two credits will be allowed for study completed by a teacher in a local study group provided it meets the following criteria and is approved in advance by the Superintendent of Schools. A maximum of four credits will be granted in each fifteen points claimed for salary credit.

5.30.3.1 Organization Requirements

The study group shall be organized under the auspices of the Board or a recognized teachers' association and offered at an hour not included in the regular school day.

5.30.3.2 Study Requirements

- a. The organization of the program of study shall stimulate advanced and independent study on the part of the members of the group, and
- b. The study group shall meet for study and discussion purposes for a total of at least thirty hours within twelve months of date of inception.

5.30.3.3 Report

- a. The group chairperson shall keep permanent records clearly indicating the study completed by the group. Individual attendance and contributions shall be recorded. No credit shall be granted any person absent for more than 10% of the total meeting time, and
- b. This report is to be filed with the Superintendent of Schools prior to granting credit to an individual teacher for participation in a study group.

5.30.4 Authorship

5.30.4.1 Professional articles totaling 1500 words or more published in a recognized magazine or journal will earn two credits.

5.30.4.2 The publication of a professional book by a recognized publisher will earn two credits.

5.30.4.3 A maximum of four credits will be granted for authorship within the entire period of teacher's employment in the District.

5.31 Mentor Program

Each District's PDP will reflect, upon the recommendation of that District's PDC and upon the approval of the respective Board of Education, (a) eligibility criteria and (b) mentor duties/responsibilities utilizing appropriate Board of Regents regulations regarding mentoring. Each District shall post mentor eligibility criteria and mentor duties/responsibilities as determined by the PDC described above. The initial posting that commences the mentor interview process will normally be made by April 1 of each year. Additional postings may be made after April 1 to address unanticipated vacancies and/or circumstances.

Each District shall have a committee comprised of a majority of teachers that will interview all mentor applicants, who must be tenured and meet the eligibility criteria. The Committee will normally recommend mentor candidates to the Superintendent of Schools by not later than May 1, although subsequent recommendations may be made if requested by the Superintendent due to unanticipated vacancies and/or circumstances. These mentor candidates shall be eligible to participate in the Mentor Training Program.

The Superintendent of Schools shall determine the number of mentor candidates who shall receive mentor training based upon the needs of the District, and shall select those individuals from the Committee's list. These appointments shall normally be made on or before August 31 preceding the school year during which the appointment is to take effect, except where subsequent events require that one or more selections be made at a later date. This number shall include other individuals from the list who are designated by the Superintendent as appropriate to serve as a pool of potential additional mentor candidates. These appointments shall be made on an annual (July 1 – June 30) basis from among those who have successfully completed the Mentor Training Program. Those appointed after July 1 will be appointed through June 30.

Each Superintendent of Schools shall determine the number of hours that shall constitute that District's Mentor Training Program. The mentor training shall not exceed 15 hours in an academic year.

Participation in the mentor program is voluntary and appointments will be made from the qualified pool of candidates recommended by the PDC. If the Superintendent determines that, in order to ensure District compliance with the Commissioner's Regulations, the need exists for a mentor who is not in the pool of qualified candidates, then the Superintendent may solicit and appoint a candidate prior to the candidate's participation in and/or completion of the Mentor Training Program. Candidates shall retain the right to refuse the appointment.

The Superintendent of Schools shall determine the number of hours that each mentor shall work and the number of mentoring hours that each protégé shall receive. Except in unusual circumstances, each mentor is expected to work, and each protégé is expected to receive, a minimum of 30 and a maximum of 60 mentoring hours per school year inclusive of required training. The total number of hours may be prorated on a monthly basis should the need arise for an appointment of less than a full academic year. Total required hours should be included in the posting of the position. Mentors may be assigned more than one protégé.

The Superintendent retains the discretion to end the services of an appointed mentor. A teacher who has been a mentor for three school years shall receive, in writing, at least 30 days' notice of termination or recommendation of non-appointment as a mentor from the Superintendent of Schools. This writing shall set forth the reasons for the termination or recommendation for non-appointment and shall not become a part of the teacher's permanent personnel record. The Superintendent, at the request of the mentor, shall meet with the mentor to discuss the reason for termination or non-reappointment.

The hourly rate to be paid to a mentor for training and mentoring services shall be \$54.48, paid semi-annually. Effective July 1, 2019, this rate shall be increased to \$55.02. Effective July 1, 2020, this rate shall be increased to \$55.71. Effective July 1, 2021, this rate shall be increased to \$56.41.

5.40 Retirement Incentive

For retirements effective June 30, 2012 only, a special retirement incentive shall be provided in the amount of \$1,000 per year for each full year of service with the District to a maximum of \$30,000.00 pursuant to the following conditions:

1. The incentive is available only to those teachers who are eligible to retire from the New York State Teachers' Retirement System without penalty on or before June 30, 2012.
2. Irrevocable written notice of intention to retire effective June 30, 2012 must be submitted to the Superintendent of Schools on or before October 15, 2011. Retirement from the New York State Teachers' Retirement System must be permanent.
3. In the event an alternate retirement incentive is offered by the State of New York, and the Districts elect to participate in said incentive (if such an option is available to the Districts), for retirements effective June 30, 2012, teachers eligible for this incentive shall have the option of selecting said State incentive. In any event, the written notice of intent to retire shall remain irrevocable.
4. Notwithstanding any provision of this agreement or law to the contrary, this incentive shall expire effective June 30, 2012.
5. By mutual agreement between the parties, this contract may be re-opened during its term for the sole purpose of discussing whether a retirement incentive should be provided. In the absence of such mutual agreement, no component district will offer a retirement incentive to its employees during the life of the contract.

6. Grievance Procedures

6.1 The Board of Education, in compliance with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) regarding the establishment of grievance procedures for teachers in the bargaining unit as defined in the Agreement, does hereby establish and adopt the following procedures for the orderly settlement of grievances. For the purposes of this section only, the following definitions are applicable:

6.1.1 "Teachers" shall mean any employee in the bargaining unit.

6.1.2 "Association" shall mean the Valley Stream Teachers' Association, the representative of the teachers in the bargaining unit.

6.1.3 "Chief Administrator" shall mean the Superintendent of Schools.

6.1.4 "Building Administrator" shall mean the principal in charge of a school building and its staff.

6.1.5 "Immediate Supervisor" shall mean the administrator, subject to the building administrator to whom the teacher is directly responsible.

6.1.6 "Representative" shall mean the person or at most two persons appointed by a party as the teacher's counsel or to act in the teacher's behalf.

6.1.7 "Designee" shall mean a person named by the chief administrator or the building administrator to act in that administrator's behalf in a grievance procedure with full authority to render a determination. At no time shall such designee be a party to the grievance under consideration.

6.1.8 "Grievance" shall mean any claimed violation, misinterpretation, or misapplication of any of the provisions of this Agreement, except footnote 2 in Appendix A.

6.2 If the aggrieved party uses this grievance procedure, such action shall waive the right to proceed to an appeal to the Commissioner of Education or to seek relief from any court or administrative agency except in the following:

6.2.1 The aggrieved may seek relief from the Commissioner of Education or the courts when the Board of Education rejects in whole or part any recommendations of the Advisory Arbitrator, or

6.2.2 When the grievance relates to a violation which is also a violation of the Public Employees' Fair Employment Act.

6.3 Basic Principles

6.3.1 It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged.

6.3.2 A teacher shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

6.3.3

a. A teacher shall have the right to be represented at any stage of the procedures by a person or, at most, two persons of the teacher's own choice.

b. When a teacher is not represented by the Association, the Association shall have the right to be present, and shall receive all copies of written decisions and the recommendations of the Advisory Arbitrator.

6.3.4 Necessary hearings shall be called by the Administrator and/or that administrator's designee.

6.3.5 Each party to a grievance shall have access upon written request to all written statements and records pertaining to such case, within five work days.

6.3.6 All hearings shall be closed.

6.3.7 It shall be the responsibility of the Chief Administrator of the District to take such steps as may be necessary to give force and effect to these procedures. Each administrator shall have the responsibility to consider promptly each grievance presented to that administrator and make a determination within the authority delegated to that administrator, within the specified time in these procedures.

6.3.8 In the event of failure of an administrator to communicate a decision within the specified time limits, the aggrieved party may undertake the next procedural stage unless time to render a decision is extended by consent.

6.3.9 In the event that the school year ends before a grievance has been carried to a written determination, it shall be incumbent upon the administrator or Board of Education to make such a written determination after the opening of the next school year within ten work days of the written request of the aggrieved, provided such request is delivered within 15 days from the opening of school.

6.4 Procedures

6.4.1 Local Stage

The aggrieved teacher, either in person or through a representative, or the Association shall, within 20 work days of the occurrence of the alleged grievance, have the option of orally presenting the grievance to the Immediate Supervisor or the Building Administrator. In either case this initial presentation will remain informal, and the Immediate Supervisor or Building Administrator will discuss the grievance with the aggrieved teacher or a representative within five work days.

6.4.1.1 If the aggrieved party or the representative initially presents the grievance to the Immediate Supervisor, said supervisor shall render a determination to all parties within five work days after the grievance is presented. If such grievance is not satisfactorily resolved at this stage, any party may proceed to a formal presentation to the Building Administrator.

a. Within five work days after a determination has been made by the Immediate Supervisor, any party may make a written request to the Building Administrator or the designee for review and determination.

b. The Building Administrator or the designee shall immediately instruct the parties and Immediate Supervisor to submit written statements within five work days setting forth the specific nature of the grievance, the facts relating thereto, and the determination(s) previously rendered.

c. If such is requested in the written statement of either party pursuant to paragraph 6.4.1.1b. above, the Building Administrator or the designee shall notify all parties concerned in the case of the time and place when an informal hearing will be held where parties and their representatives may appear to present oral and written statements supplementing their written position in the case. Such hearing will be held within five working days of receipt of written statements pursuant to paragraph 6.4.1.1b. above.

d. The Building Administrator or the designee shall render a written determination within ten working days after the written statements pursuant to paragraph 6.4.1.1b. have been presented.

6.4.1.2 If the aggrieved party or a representative initially presents the grievance to the Building Administrator, said administrator shall render the determination to all parties within five working days after the grievance is presented.

6.4.1.3 If the grievance is not resolved at this stage in a manner satisfactory to the parties, any party may proceed to the District stage.

6.4.2 District Stage

6.4.2.1 Within five work days after a determination has been made under the Local Stage, any party may make a written request to the Chief Administrator or the designee for review and determination.

6.4.2.2 The Chief Administrator or the designee shall immediately request the parties, Immediate Supervisor and any other administrator previously rendering a determination in the case, to submit written statements within five work days setting forth the specific nature of the grievance, the facts relating thereto, and the determination(s) previously rendered.

6.4.2.3 If such is requested in the written statement of party pursuant to paragraph 6.4.2.2 above, the Chief Administrator or the designee shall notify all parties concerned in the case of the time and place when an informal hearing may be held where the parties involved with or without representatives may appear and present oral and written statements supplementing their positions in the case. Such hearing shall be held within five work days of receipt of the written statements pursuant to paragraph 6.4.2.2 above.

6.4.2.4 The Chief Administrator or the designee shall render a written determination within ten work days after the written statements pursuant to paragraph 6.4.2.2 have been presented.

6.4.2.5 If the grievance is not resolved at this stage, either party may proceed to the following stage.

6.4.3 Advisory Arbitration

6.4.3.1 If the District or the Association is not satisfied with the decision at the District Stage, then that party only may submit the grievance for advisory arbitration as hereinafter set forth.

6.4.3.2 The party seeking advisory arbitration shall do so in writing, served upon the other party within fifteen work days of the receipt of a copy of the decision at the District Stage.

6.4.3.3 Within five work days after such written notice of submission to advisory arbitration, the Chief Administrator and the parties will attempt to agree upon a mutually acceptable Arbitrator, and will obtain a commitment from said Arbitrator to serve. If the parties are unable to agree upon an Arbitrator or to obtain such a commitment within five work days, then the parties will request the American Arbitration Association, in accordance with procedures, to appoint an Advisory Arbitrator experienced in the arbitration of educational disputes.

6.4.3.4 The Arbitrator will hear the matter promptly and will issue a recommendation not later than fourteen calendar days from the date of the close of the hearing, or if oral hearings have been waived, then from the date the final statements and proofs are submitted. The Arbitrator's recommendation will be in writing and will set forth findings of fact and recommendations on the issues.

6.4.3.5 The recommendation of the Arbitrator shall be of an advisory nature and shall not be binding upon the parties or upon the Board of Education.

6.4.3.6 The costs for the services of the Arbitrator including expenses, if any, will be borne equally by the parties.

6.4.4 Board Stage

6.4.4.1 In the event the recommendations of the Advisory Arbitrator are not satisfactory, either the Association or the District may submit the grievance in writing to the Board of Education within five work days after the receipt of the Advisory Arbitrator's recommendations.

6.4.4.2 Such party shall include the written report of the previous stages and shall notify the Chief Administrator of the decision to go to the Board of Education.

6.4.4.3 The Board of Education shall meet with the parties in closed session within 30 days of the submission of the grievance. The parties must be present and may have counsel.

6.4.4.4 The Board shall render its decision in writing to the parties within 30 days of the close of the hearings.

6.4.4.5 The written record, if any, of the hearing shall be made available to the parties prior to the Board's decision.

6.4.5 Disability and Delay

If during any period of time within which an employee is required to act in accordance with this procedure, such employee shall be ill or incapacitated as to make it impractical to avail him/herself of this procedure, the time within which to take action shall be deemed extended. However, no such extension of time shall result in an extension of more than 90 calendar days.

7. Negotiation Procedures

7.1 Joint Meeting of the Boards

The Boards of Education in Valley Stream Union Free School Districts Thirteen, Twenty-Four and Thirty and the Board of Education of Valley Stream Central High School District meet from time to time to discuss matters of mutual concern relating to their respective School Districts. This has been named the "Joint Meeting of the Boards" (referred to herein as "Joint Boards"). A committee of the Joint Boards called the "Boards' Negotiating Committee" will meet with the Valley Stream Teachers' Association's Negotiating Committee as outlined below, to discuss matters which are of concern to all the Districts and their professional staffs, rather than of concern to any of the Districts and its staff. This practice is subject to the existing By-Laws of the Joint Boards, which By-Laws recognize that Joint Boards have no power to make any binding decisions and that all decisions can only be made by each of the Boards at its own meetings, as required by law.

7.2 Negotiating Committees

The negotiating committee for the Districts shall be made up of not more than ten members of the Association and not more than nine representatives of the Boards and the Superintendents of Schools. In accordance with Section 7.1 these committees shall meet in concert when considering those negotiable items of concern to the four Districts of Valley Stream. Both parties agree, through these committees, to bargain in good faith and to strive diligently to resolve all issues with due regard to the public interest.

7.3 Call for Negotiating Meetings

The first meeting of the negotiating committees shall be held on or about February 15, 2010, and shall be convened at a mutually agreeable date. At such meeting, written comprehensive proposals of items to be discussed during future negotiating sessions shall be presented and explained by each party. The next meeting shall be held on or about March 15, 2010. Between February 15th and March 15th, meetings may be held at such time as mutually agreed upon. Meetings after March 15th shall be held at such times as mutually agreed upon, or by special call in not less than 10 days nor more than 20 days after such notice, by either party. All special calls for meetings shall be in

writing, shall be dated, shall specify the matters to be negotiated, and shall be sent through the Superintendent of Schools and/or Boards' designee.

7.4 Time Limitation on Budget Matters

It is specifically agreed that all requests to discuss matters which would require funds to be placed in the budget shall be made on or about February 15, 2010, or at the first negotiating meeting.

7.5 Issues and Requests

All data, information, statistics, and background on specific matters to be negotiated shall be submitted through the Superintendent of Schools and/or Boards' designee. For possible clarification of the issues he/she may consult with either or both parties. Any data, information or statistics to be used by either party in negotiating meetings shall be submitted to the other party in advance of such meeting. The services of consultants may be utilized during deliberations. The cost may be borne by the party making use of the consultants.

7.6 Summary of Negotiations

There shall be prepared written statements indicating the tentative agreements reached during negotiations. These tentative agreements signed by the Chairperson of each negotiating committee shall be submitted to the respective parent bodies, and shall be of no effect until formal action and approval by both parties. A similar, but separate, summary shall be prepared on those issues still unresolved. These documents may be used by either party or both parties for submission to mediation.

7.7 Resolution of Issues and Impasse

The negotiating committees shall continue to meet and deliberate until all issues are resolved or an impasse has been reached.

7.7.1 An impasse shall be considered to exist on any issue when both parties agree that further deliberation by the negotiating committee will not resolve the issue.

7.7.2 Either party may declare an impasse if agreement has not been reached at least sixty days prior to the budget submission date or as may otherwise be provided for by Public Employees' Fair Employment Act.

7.8 Mediation Procedure

7.8.1 Notice of Intent to Mediate

If an impasse has been reached as set forth in Section 7.7 either party by written notice to the other party, may indicate its desire to submit any unresolved issue to the mediator. This notice should be filed with the other within 10 days after an impasse has been established and should indicate specifically the issue(s) to be mediated.

7.8.2 Selection of Mediator

Both parties will attempt to select a mediator by mutual agreement. If the parties are unable to agree on a mediator within seven calendar days after notice of impasse has been submitted, then the Superintendent of Schools shall immediately request the Public Employment Relations Board to name a mediator.

7.8.3 Role of Mediator

The mediator shall use every effort to aid the parties to reach agreement. Both negotiating parties shall, in good faith, be available to the mediator. If an agreement is not reached within 20 days, the mediator shall prepare a written account of findings of fact and recommendations of terms for a resolution of the issue(s). It is agreed by the parties that the recommendations of the mediator are not binding on either party and are of an advisory nature only. The parties shall report their acceptance or rejection of the mediator's recommendations within 10 days of the receipt thereof. The report of the mediator may be made public by either party.

7.8.4 Acceptance of Mediator's Recommendations

If the recommendations of the mediator are accepted by the Board and the Association, the issue(s) shall be considered resolved in accordance with the recommendations.

7.8.5 Rejection of Mediator's Recommendations

If either party rejects the mediator's recommendations, the Board, only after due and careful consideration of all factors, shall decide the issue(s) as is its responsibility according to the laws of this State.

7.8.6 Costs of Mediation

All cost incurred in securing and utilizing the services of a mediator shall be borne equally by the Association and the Board.

8. Work Stoppage

8.1 The Association and the Board subscribe to the principle that differences should be resolved by peaceful and lawful means without interruption to the school program. The parties further recognize that strikes and work stoppage by any members of the teaching staff are unlawful and contrary to public policy.

8.2 The Association therefore agrees that there shall be no strikes, work stoppages or concerted refusals to perform assigned duties by an employee covered by this Agreement.

8.3 The Board, on its part, agrees to make every effort to effect settlement of all issues in the best interest of the students of this district.

9. Legal Limitations

9.1 Should any provisions of this Agreement be found contrary to the Public Employees' Fair Employment Act or other State or Federal law, then such provisions of the Agreement shall be considered void.

9.2 The parties agree to negotiate substitute provisions with respect to the provisions found contrary to law.
 9.3 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.

10. Duration of Agreement

10.1 This agreement shall be effective as of July 1, 2019 and will remain in effect until June 30, 2022, or until a new contract is negotiated, except as it may be amended in writing by both parties.

10.2 The Agreement may be extended for additional periods by the consent of both parties, in writing.

In Witness Whereof, the parties have hereunto set their hands and seals.

Valley Stream Teachers Association

 President

Board of Education
 Valley Stream U.F.S.D.
 Thirteen

 President

 Superintendent of Schools

Board of Education
 Valley Stream U.F.S.D.
 Twenty-Four

 President

 Superintendent of Schools

Board of Education
 Valley Stream U.F.S.D. Thirty

 President

 Superintendent of Schools

Board of Education
 Valley Stream Central High
 School District

 President

 Superintendent of Schools

 Board's Negotiating Chairman

APPENDIX A – Schedule I

Valley Stream, New York July 1, 2019- June 30,2020 +1%

	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	EDD
1.0	61,292	62,377	66,491	69,164	71,913	71,282	74,135	76,181	78,690	81,064	82,064
1.5	62,454	63,392	67,631	70,493	73,044	72,470	75,255	77,427	79,983	82,347	83,347
2.0	63,617	64,407	68,769	71,822	74,175	73,657	76,375	78,673	81,276	83,632	84,632
2.5	64,797	65,590	69,973	73,241	75,639	74,907	77,803	80,181	82,884	85,208	86,208
3.0	65,976	66,774	71,177	74,660	77,102	76,157	79,231	81,688	84,493	86,783	87,783
3.5	67,400	68,344	72,554	76,382	78,711	77,900	81,171	83,345	86,240	88,558	89,558
4.0	68,824	69,912	73,932	78,103	80,319	79,644	83,110	85,003	87,987	90,333	91,333
4.5	70,389	71,336	75,603	79,581	81,787	81,272	84,617	86,614	89,692	92,072	93,072
5.0	71,953	72,760	77,273	81,059	83,254	82,900	86,124	88,224	91,398	93,811	94,811
5.5	73,049	74,075	78,867	82,831	84,873	84,569	87,870	89,951	93,129	95,517	96,517
6.0	74,146	75,390	80,461	84,604	86,493	86,239	89,616	91,677	94,860	97,223	98,223
6.5	75,531	76,700	81,959	86,128	88,071	87,842	91,214	93,406	96,593	99,032	100,032
7.0	76,917	78,009	83,457	87,651	89,649	89,445	92,813	95,134	98,326	100,840	101,840
7.5	78,234	79,172	84,881	89,180	91,114	91,118	94,676	96,831	100,079	102,585	103,585
8.0	79,552	80,334	86,305	90,708	92,581	92,792	96,540	98,528	101,833	104,329	105,329
8.5	80,867	81,825	87,821	92,139	94,224	94,459	98,256	100,245	103,595	106,119	107,119
9.0	82,183	83,316	89,337	93,570	95,868	96,126	99,972	101,962	105,356	107,908	108,908
9.5	83,456	84,876	90,812	95,066	97,429	97,838	101,700	103,632	107,074	109,697	110,697
10.0	84,730	86,437	92,287	96,562	98,988	99,550	103,429	105,303	108,792	111,486	112,486
10.5	86,136	87,742	93,854	98,137	100,709	101,264	105,126	106,965	110,644	113,329	114,329
11.0	87,541	89,047	95,421	99,711	102,429	102,979	106,824	108,628	112,497	115,172	116,172
11.5	88,923	90,349	97,068	101,413	104,232	104,631	108,674	110,346	114,381	116,959	117,959
12.0	90,305	91,651	98,716	103,114	106,034	106,284	110,524	112,065	116,265	118,746	119,746
12.5	91,696	93,084	100,413	104,871	107,833	107,968	112,197	113,820	117,844	120,424	121,424
13.0	93,087	94,515	102,109	106,628	109,630	109,651	113,868	115,576	119,421	122,103	123,103
13.5	94,381	95,968	103,817	108,380	111,344	111,287	115,550	117,258	121,125	123,850	124,850
14.0	95,676	97,421	105,525	110,132	113,058	112,922	117,233	118,941	122,829	125,598	126,598
14.5	96,749	98,908	107,020	111,849	114,798	115,128	118,891	121,037	124,699	127,507	128,507
15.0	97,822	100,396	108,513	113,565	116,538	117,334	120,551	123,134	126,569	129,417	130,417
15.5	98,046	100,693	108,824	113,913	116,885	117,749	120,883	123,528	126,940	129,792	130,792
16.0	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
16.5	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
17.0	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
17.5	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
18.0	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167

18.5	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
19.0	98,270	100,990	109,136	114,259	117,234	118,164	121,215	123,923	127,312	130,167	131,167
19.5	99,707	102,605	110,473	116,436	118,967	119,601	123,066	125,589	129,096	131,879	132,879
20.0	101,143	104,220	111,810	118,612	120,699	121,037	124,919	127,255	130,881	133,590	134,590
20.5	101,373	104,473	112,061	118,952	120,966	121,261	125,204	127,515	131,159	133,855	134,855
21.0	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
21.5	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
22.0	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
22.5	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
23.0	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
23.5	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
24.0	101,601	104,728	112,311	119,290	121,231	121,484	125,488	127,773	131,437	134,122	135,122
24.5	102,272	105,177	112,860	120,411	121,785	122,272	126,026	128,517	132,083	134,551	135,551
25.0	102,942	105,627	113,411	121,531	122,338	123,059	126,562	129,263	132,727	134,980	135,980
25.5	103,048	105,699	113,495	121,706	122,422	123,183	126,651	129,380	132,828	135,047	136,047
26.0	103,153	105,769	113,579	121,881	122,507	123,306	126,740	129,497	132,929	135,115	136,115

1. Effective July 1, 2001 the doctorate degree differential will be recognized only for an Ed.D., a Ph.D. in the field of education, at the Superintendent of School's discretion, an earned doctorate in a field relevant to the teacher's assignment, from an accredited university. The differential shall be plus \$1,000.
2. Promotion from step 9 to 10, 9A to 10A, 14 to 15, 14A to 15A, 19 to 20, or 19A to 20A shall require the positive written recommendation of the administration and the affirmative action of the Board of Education. The teacher thus affected shall receive a copy of the report. Teachers who have been classified as "developing" or "ineffective" pursuant to the District's evaluation procedure, shall be subject to the provisions of this paragraph. Nothing contained in this footnote or in a way pertaining to being withheld at a salary gate shall be subject to review through the grievance and/or arbitration procedures for any reason. Nothing contained herein shall prevent implementation of this paragraph in relation to a determination by the Superintendent that there has been a pattern of poor attendance irrespective of the teacher's classification pursuant to the District's evaluation procedure. Under such circumstances, the first implementation hereof shall not be subject to review through the grievance machinery and/or arbitration procedures of the contract. A subsequent determination of the Superintendent to implement the provisions of this paragraph shall be subject to the aforesaid grievance machinery under limited circumstances. The jurisdiction of the arbitrator shall be limited to a determination as to whether the actions of the Superintendent are arbitrary and capricious as that term is defined by law. The burden of proof thereof shall be the responsibility of the teacher challenging the Superintendent's determination.
3. No person shall be entitled to proceed beyond step 12 unless the master's degree or equivalent has been obtained.

APPENDIX A – Schedule II

Valley Stream, New York July 1, 2020- June 30,2021 +1.25%

	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	EDD
1.0	62,058	63,156	67,322	70,028	72,812	72,173	75,062	77,134	79,674	82,077	83,077
1.5	63,235	64,184	68,476	71,374	73,957	73,375	76,196	78,394	80,983	83,377	84,377
2.0	64,412	65,212	69,628	72,720	75,103	74,578	77,330	79,656	82,292	84,677	85,677
2.5	65,607	66,410	70,847	74,157	76,584	75,843	78,776	81,183	83,920	86,273	87,273
3.0	66,801	67,609	72,066	75,593	78,066	77,109	80,222	82,709	85,549	87,868	88,868
3.5	68,243	69,198	73,461	77,337	79,695	78,874	82,185	84,387	87,318	89,665	90,665
4.0	69,685	70,786	74,856	79,080	81,323	80,639	84,149	86,065	89,087	91,463	92,463
4.5	71,269	72,228	76,548	80,576	82,809	82,288	85,674	87,696	90,813	93,222	94,222
5.0	72,853	73,670	78,239	82,072	84,295	83,936	87,200	89,326	92,540	94,983	95,983
5.5	73,962	75,001	79,853	83,866	85,934	85,626	88,968	91,075	94,293	96,711	97,711
6.0	75,073	76,333	81,466	85,661	87,575	87,317	90,736	92,823	96,046	98,438	99,438
6.5	76,475	77,659	82,984	87,204	89,172	88,940	92,354	94,573	97,801	100,269	101,269
7.0	77,878	78,984	84,501	88,746	90,769	90,563	93,973	96,323	99,555	102,101	103,101
7.5	79,212	80,162	85,942	90,295	92,253	92,257	95,860	98,041	101,330	103,867	104,867
8.0	80,546	81,339	87,383	91,842	93,738	93,952	97,747	99,759	103,106	105,633	106,633
8.5	81,877	82,848	88,918	93,291	95,402	95,640	99,484	101,498	104,890	107,445	108,445
9.0	83,210	84,357	90,453	94,740	97,067	97,327	101,221	103,236	106,673	109,257	110,257
9.5	84,500	85,937	91,947	96,255	98,646	99,061	102,971	104,927	108,413	111,068	112,068
10.0	85,789	87,517	93,440	97,769	100,225	100,794	104,722	106,619	110,152	112,879	113,879
10.5	87,213	88,839	95,027	99,363	101,968	102,529	106,440	108,302	112,028	114,746	115,746
11.0	88,635	90,160	96,614	100,958	103,710	104,266	108,159	109,985	113,903	116,612	117,612
11.5	90,035	91,478	98,281	102,681	105,535	105,939	110,032	111,725	115,811	118,421	119,421
12.0	91,434	92,797	99,950	104,403	107,359	107,613	111,906	113,465	117,718	120,230	121,230
12.5	92,842	94,247	101,668	106,182	109,181	109,318	113,599	115,243	119,317	121,930	122,930
13.0	94,250	95,696	103,385	107,961	111,001	111,021	115,292	117,021	120,914	123,629	124,629
13.5	95,561	97,168	105,115	109,735	112,736	112,678	116,994	118,724	122,639	125,398	126,398
14.0	96,872	98,638	106,844	111,509	114,472	114,334	118,698	120,427	124,364	127,168	128,168
14.5	97,958	100,145	108,357	113,248	116,233	116,567	120,377	122,550	126,257	129,101	130,101
15.0	99,044	101,651	109,870	114,985	117,995	118,800	122,057	124,673	128,151	131,035	132,035
15.5	99,271	101,952	110,185	115,337	118,346	119,221	122,394	125,072	128,527	131,414	132,414
16.0	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
16.5	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
17.0	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
17.5	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
18.0	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
18.5	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794

19.0	99,498	102,252	110,500	115,688	118,699	119,641	122,730	125,472	128,903	131,794	132,794
19.5	100,954	103,887	111,854	117,891	120,454	121,096	124,605	127,159	130,710	133,527	134,527
20.0	102,408	105,523	113,208	120,095	122,208	122,550	126,480	128,846	132,517	135,260	136,260
20.5	102,640	105,779	113,461	120,439	122,478	122,776	126,769	129,108	132,798	135,528	136,528
21.0	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
21.5	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
22.0	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
22.5	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
23.0	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
23.5	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
24.0	102,871	106,037	113,715	120,781	122,747	123,002	127,057	129,370	133,080	135,798	136,798
24.5	103,550	106,492	114,271	121,916	123,307	123,800	127,601	130,124	133,734	136,233	137,233
25.0	104,229	106,947	114,829	123,050	123,867	124,598	128,144	130,879	134,386	136,668	137,668
25.5	104,336	107,020	114,913	123,227	123,952	124,722	128,234	130,997	134,488	136,735	137,735
26.0	104,443	107,091	114,998	123,404	124,038	124,847	128,324	131,116	134,591	136,804	137,804

1. Effective July 1, 2001 the doctorate degree differential will be recognized only for an Ed.D., a Ph.D. in the field of education, at the Superintendent of School's discretion, an earned doctorate in a field relevant to the teacher's assignment, from an accredited university. The differential shall be plus \$1,000.
2. Promotion from step 9 to 10, 9A to 10A, 14 to 15, 14A to 15A, 19 to 20, or 19A to 20A shall require the positive written recommendation of the administration and the affirmative action of the Board of Education. The teacher thus affected shall receive a copy of the report. Teachers who have been classified as "developing" or "ineffective" pursuant to the District's evaluation procedure, shall be subject to the provisions of this paragraph. Nothing contained in this footnote or in a way pertaining to being withheld at a salary gate shall be subject to review through the grievance and/or arbitration procedures for any reason. Nothing contained herein shall prevent implementation of this paragraph in relation to a determination by the Superintendent that there has been a pattern of poor attendance irrespective of the teacher's classification pursuant to the District's evaluation procedure. Under such circumstances, the first implementation hereof shall not be subject to review through the grievance machinery and/or arbitration procedures of the contract. A subsequent determination of the Superintendent to implement the provisions of this paragraph shall be subject to the aforesaid grievance machinery under limited circumstances. The jurisdiction of the arbitrator shall be limited to a determination as to whether the actions of the Superintendent are arbitrary and capricious as that term is defined by law. The burden of proof thereof shall be the responsibility of the teacher challenging the Superintendent's determination.
3. No person shall be entitled to proceed beyond step 12 unless the master's degree or equivalent has been obtained.

APPENDIX A – Schedule III

Valley Stream, New York July 1, 2021- June 30,2022 +1.25%

	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level	Level
	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	EDD
1	62,834	63,946	68,164	70,904	73,722	73,075	76,000	78,098	80,670	83,103	84,103
1.5	64,025	64,986	69,332	72,266	74,882	74,293	77,148	79,374	81,995	84,419	85,419
2	65,217	66,027	70,499	73,629	76,041	75,510	78,297	80,652	83,320	85,736	86,736
2.5	66,427	67,240	71,733	75,084	77,542	76,791	79,761	82,198	84,969	87,351	88,351
3	67,636	68,454	72,967	76,538	79,042	78,073	81,225	83,743	86,618	88,966	89,966
3.5	69,096	70,063	74,380	78,304	80,691	79,860	83,213	85,442	88,409	90,786	91,786
4	70,556	71,671	75,792	80,068	82,340	81,647	85,201	87,141	90,201	92,606	93,606
4.5	72,160	73,131	77,504	81,583	83,844	83,316	86,745	88,792	91,948	94,388	95,388
5	73,763	74,591	79,217	83,098	85,349	84,985	88,290	90,443	93,697	96,171	97,171
5.5	74,887	75,939	80,851	84,915	87,008	86,697	90,080	92,213	95,472	97,920	98,920
6	76,011	77,287	82,485	86,732	88,669	88,408	91,871	93,983	97,247	99,668	100,668
6.5	77,431	78,630	84,021	88,294	90,287	90,051	93,509	95,756	99,023	101,523	102,523
7	78,851	79,972	85,557	89,856	91,904	91,695	95,148	97,527	100,799	103,377	104,377
7.5	80,202	81,164	87,017	91,423	93,406	93,410	97,058	99,267	102,596	105,165	106,165
8	81,553	82,355	88,476	92,990	94,910	95,126	98,968	101,006	104,395	106,953	107,953
8.5	82,901	83,884	90,030	94,457	96,594	96,835	100,728	102,766	106,201	108,788	109,788
9	84,250	85,412	91,584	95,924	98,280	98,544	102,487	104,526	108,006	110,623	111,623
9.5	85,556	87,012	93,097	97,458	99,880	100,299	104,258	106,239	109,768	112,457	113,457
10	86,861	88,611	94,608	98,991	101,478	102,054	106,031	107,952	111,529	114,290	115,290
10.5	88,303	89,949	96,215	100,605	103,243	103,811	107,770	109,656	113,428	116,180	117,180
11	89,743	91,287	97,821	102,220	105,006	105,569	109,511	111,360	115,327	118,070	119,070
11.5	91,160	92,621	99,510	103,964	106,854	107,263	111,408	113,121	117,259	119,901	120,901
12	92,577	93,957	101,200	105,708	108,701	108,958	113,305	114,884	119,190	121,733	122,733
12.5	94,003	95,425	102,939	107,509	110,545	110,684	115,019	116,683	120,808	123,454	124,454
13	95,428	96,892	104,678	109,310	112,388	112,409	116,733	118,484	122,426	125,175	126,175
13.5	96,756	98,382	106,429	111,107	114,145	114,086	118,457	120,208	124,172	126,966	127,966
14	98,083	99,871	108,179	112,903	115,903	115,763	120,182	121,933	125,919	128,757	129,757
14.5	99,183	101,396	109,712	114,663	117,685	118,024	121,882	124,082	127,836	130,715	131,715
15	100,282	102,922	111,243	116,422	119,469	120,285	123,583	126,232	129,753	132,673	133,673
15.5	100,512	103,226	111,562	116,778	119,826	120,711	123,924	126,636	130,133	133,057	134,057
16	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
16.5	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
17	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
17.5	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
18	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
18.5	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441

19	100,742	103,530	111,881	117,134	120,183	121,137	124,264	127,040	130,514	133,441	134,441
19.5	102,215	105,186	113,252	119,365	121,960	122,610	126,162	128,749	132,344	135,196	136,196
20	103,688	106,842	114,623	121,596	123,735	124,082	128,061	130,456	134,173	136,950	137,950
20.5	103,923	107,102	114,880	121,944	124,009	124,311	128,353	130,722	134,458	137,223	138,223
21	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
21.5	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
22	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
22.5	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
23	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
23.5	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
24	104,157	107,362	115,136	122,291	124,281	124,540	128,645	130,987	134,744	137,496	138,496
24.5	104,844	107,823	115,700	123,440	124,848	125,348	129,196	131,750	135,405	137,936	138,936
25	105,532	108,284	116,264	124,589	125,416	126,155	129,746	132,515	136,066	138,376	139,376
25.5	105,641	108,357	116,350	124,768	125,502	126,281	129,837	132,635	136,170	138,444	139,444
26	105,748	108,430	116,436	124,947	125,589	126,408	129,928	132,755	136,273	138,514	139,514

1. Effective July 1, 2001 the doctorate degree differential will be recognized only for an Ed.D., a Ph.D. in the field of education, at the Superintendent of School's discretion, an earned doctorate in a field relevant to the teacher's assignment, from an accredited university. The differential shall be plus \$1,000.
2. Promotion from step 9 to 10, 9A to 10A, 14 to 15, 14A to 15A, 19 to 20, or 19A to 20A shall require the positive written recommendation of the administration and the affirmative action of the Board of Education. The teacher thus affected shall receive a copy of the report. Teachers who have been classified as "developing" or "ineffective" pursuant to the District's evaluation procedure, shall be subject to the provisions of this paragraph. Nothing contained in this footnote or in a way pertaining to being withheld at a salary gate shall be subject to review through the grievance and/or arbitration procedures for any reason. Nothing contained herein shall prevent implementation of this paragraph in relation to a determination by the Superintendent that there has been a pattern of poor attendance irrespective of the teacher's classification pursuant to the District's evaluation procedure. Under such circumstances, the first implementation hereof shall not be subject to review through the grievance machinery and/or arbitration procedures of the contract. A subsequent determination of the Superintendent to implement the provisions of this paragraph shall be subject to the aforesaid grievance machinery under limited circumstances. The jurisdiction of the arbitrator shall be limited to a determination as to whether the actions of the Superintendent are arbitrary and capricious as that term is defined by law. The burden of proof thereof shall be the responsibility of the teacher challenging the Superintendent's determination.
3. No person shall be entitled to proceed beyond step 12 unless the master's degree or equivalent has been obtained.

Appendix B, Section A (Interscholastic Athletics)

Extra Pay for Extra Service - High School Activity Program

In accordance with Section 5.6, compensation for extra services associated with the high school activity program shall be governed by the criteria and schedules contained in this appendix. It shall be the duty of the Superintendent of Schools to recommend personnel and salary amounts within this guide. Assignment shall be by Board action. All appointments to extra-curricular activities are at the discretion of the Board of Education. Such appointments are made annually.

Athletic Directors					
Junior Senior High School	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	10,090	10,191	10,318	10,447
	1A	10,433	10,537	10,669	10,802
	2	10,776	10,884	11,020	11,158
	2A	11,053	11,164	11,303	11,444
	3	11,329	11,442	11,585	11,730
Senior High School	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	9,747	9,844	9,968	10,092
	1A	10,004	10,104	10,230	10,358
	2	10,260	10,363	10,492	10,623
	2A	10,518	10,623	10,756	10,890
	3	10,776	10,884	11,020	11,158
Junior High School	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,267	7,340	7,431	7,524
	1A	7,525	7,600	7,695	7,791
	2	7,782	7,860	7,958	8,058
	2A	8,017	8,097	8,198	8,301
	3	8,253	8,336	8,440	8,545
Equipment Manager					
Equipment Manager	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961

Archery					
Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	3,965	4,005	4,055	4,105
	3	4,126	4,167	4,219	4,272

Badminton					
Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	3,965	4,005	4,055	4,105
	3	4,126	5,600	5,670	5,741

Baseball					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	8,150	8,252	8,355
Assistant Coach Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,803	3,841	3,889	3,938
	2	3,927	3,966	4,016	4,066
	2A	4,071	4,112	4,163	4,215
	3	4,215	4,257	4,310	4,364

Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474
Basketball					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,437	7,511	7,605	7,700
	1A	7,672	7,749	7,846	7,944
	2	7,907	7,986	8,086	8,187
	2A	8,183	8,265	8,368	8,473
	3	8,458	9,400	9,518	9,636
Assistant Coach Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,429	5,483	5,552	5,621
	1A	5,619	5,675	5,746	5,818
	2	5,809	5,867	5,940	6,015
	2A	6,020	6,080	6,156	6,233
	3	6,230	6,292	6,371	6,451

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,429	5,483	5,552	5,621
	1A	5,620	5,676	5,747	5,819
	2	5,811	5,869	5,942	6,017
	2A	6,021	6,081	6,157	6,234
	3	6,230	6,292	6,371	6,451

Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474

Basketball

Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,437	7,511	7,605	7,700
	1A	7,672	7,749	7,846	7,944
	2	7,907	7,986	8,086	8,187
	2A	8,183	8,265	8,368	8,473
	3	8,458	9,400	9,518	9,636

Assistant Coach Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,429	5,483	5,552	5,621
	1A	5,619	5,675	5,746	5,818
	2	5,809	5,867	5,940	6,015
	2A	6,020	6,080	6,156	6,233
	3	6,230	6,292	6,371	6,451

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,429	5,483	5,552	5,621
	1A	5,620	5,676	5,747	5,819
	2	5,811	5,869	5,942	6,017
	2A	6,021	6,081	6,157	6,234
	3	6,230	6,292	6,371	6,451

Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,097	4,138	4,190	4,242
	1A	4,208	4,250	4,303	4,357
	2	4,319	4,362	4,417	4,472
	2A	4,457	4,502	4,558	4,615
	3	4,596	4,642	4,700	4,759
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474
Bowling					
Varsity (Coed-2 teams)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,397	5,451	5,519	5,588
	1A	5,544	5,599	5,669	5,740
	2	5,691	5,748	5,820	5,893
	2A	5,932	5,991	6,066	6,142
	3	6,173	6,235	6,313	6,392
Varsity and Junior Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	3,965	4,005	4,055	4,105
	3	4,126	4,167	4,219	4,272
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,354	2,378	2,407	2,437
	1A	2,417	2,441	2,472	2,503
	2	2,480	2,505	2,536	2,568
	2A	2,527	2,552	2,584	2,616
	3	2,574	2,600	2,632	2,665

Cheerleading Fall (Sideline)					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,338	2,367	2,397
	1A	3,011	2,489	2,520	2,552
	2	3,162	2,640	2,673	2,706
	2A	3,342	2,820	2,855	2,891
	3	3,522	3,000	3,038	3,075

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,338	2,367	2,397
	1A	3,011	2,489	2,520	2,552
	2	3,162	2,640	2,673	2,706
	2A	3,342	2,820	2,855	2,891
	3	3,522	3,000	3,038	3,075
Varsity Assistant	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,281	1,294	1,310	1,326
	1A	1,427	1,441	1,459	1,478
	2	1,573	1,589	1,609	1,629
	2A	1,753	1,771	1,793	1,815
	3	1,934	1,953	1,978	2,002
Junior High	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,281	1,294	1,310	1,326
	1A	1,427	1,441	1,459	1,478
	2	1,573	1,589	1,609	1,629
	2A	1,757	1,775	1,797	1,819
	3	1,942	1,961	1,986	2,011

Cheerleading Winter (competition)					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1		3,507	3,551	3,595
	1A		3,734	3,780	3,827
	2		3,960	4,010	4,060
	2A		4,230	4,283	4,336
	3		4,500	4,556	4,613
Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1		3,507	3,551	3,595
	1A		3,734	3,780	3,827
	2		3,960	4,010	4,060
	2A		4,230	4,283	4,336
	3		4,500	4,556	4,613
Varsity Assistant	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1		1,294	1,310	1,326
	1A		1,441	1,459	1,478
	2		1,589	1,609	1,629
	2A		1,771	1,793	1,815
	3		1,953	1,978	2,002
Junior High	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1		1,294	1,310	1,326
	1A		1,441	1,459	1,478
	2		1,589	1,609	1,629
	2A		1,775	1,797	1,819
	3		1,961	1,986	2,011
Cross Country					
Varsity (coed- 2 teams)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,266	7,339	7,430	7,523
	1A	7,435	7,509	7,603	7,698
	2	7,604	7,680	7,776	7,873
	2A	7,818	7,896	7,995	8,095
	3	8,032	8,112	8,214	8,316

Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,833	4,881	4,942	5,004
	1A	4,958	5,008	5,070	5,134
	2	5,082	5,133	5,197	5,262
	2A	5,226	5,278	5,344	5,411
	3	5,371	5,425	5,493	5,561
Junior High	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,735	2,762	2,797	2,832
	1A	2,865	2,894	2,930	2,966
	2	2,994	3,024	3,062	3,100
	2A	3,126	3,157	3,197	3,237
	3	3,258	3,291	3,332	3,373
Fencing					
Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,767	4,815	4,875	4,936
	2	4,878	4,927	4,988	5,051
	2A	5,044	5,094	5,158	5,223
	3	5,211	7,550	7,644	7,740
Field Hockey					
Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	7,244	7,334	7,426
Junior Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384

Junior High	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,185	4,227	4,280	4,333
	1A	4,314	4,357	4,412	4,467
	2	4,443	4,487	4,544	4,600
	2A	4,564	4,610	4,667	4,726
	3	4,685	4,732	4,791	4,851
Football					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,995	8,075	8,176	8,278
	1A	8,248	8,330	8,435	8,540
	2	8,501	8,586	8,693	8,802
	2A	8,782	8,870	8,981	9,093
	3	9,063	10,080	10,206	10,334
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,554	5,610	5,680	5,751
	1A	5,726	5,783	5,856	5,929
	2	5,899	5,958	6,032	6,108
	2A	6,127	6,188	6,266	6,344
	3	6,356	6,420	6,500	6,581
Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,554	5,610	5,680	5,751
	1A	5,726	5,783	5,856	5,929
	2	5,899	5,958	6,032	6,108
	2A	6,127	6,188	6,266	6,344
	3	6,356	6,420	6,500	6,581
Junior Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,913	4,962	5,024	5,087
	1A	5,126	5,177	5,242	5,308
	2	5,339	5,392	5,460	5,528
	2A	5,527	5,582	5,652	5,723
	3	5,715	5,772	5,844	5,917

Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,913	4,962	5,024	5,087
	1A	5,126	5,177	5,242	5,308
	2	5,339	5,392	5,460	5,528
	2A	5,527	5,582	5,652	5,723
	3	5,715	5,772	5,844	5,917
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,803	3,841	3,889	3,938
	2	3,927	3,966	4,016	4,066
	2A	4,071	4,112	4,163	4,215
	3	4,215	4,257	4,310	4,364
Golf					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	3,965	4,005	4,055	4,105
	3	4,126	4,167	4,219	4,272
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,854	1,873	1,896	1,920
	1A	1,877	1,896	1,919	1,943
	2	1,901	1,920	1,944	1,968
	2A	1,982	2,002	2,027	2,052
	3	2,063	2,084	2,110	2,136
Gymnastics					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,767	4,815	4,875	4,936
	2	4,878	4,927	4,988	5,051
	2A	5,017	5,067	5,131	5,195
	3	5,156	7,500	7,594	7,689

Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,044	4,084	4,135	4,187
	1A	4,168	4,210	4,262	4,316
	2	4,292	4,335	4,389	4,444
	2A	4,409	4,453	4,509	4,565
	3	4,526	4,571	4,628	4,686
Indoor Track (Winter)					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,833	4,881	4,942	5,004
	1A	4,958	5,008	5,070	5,134
	2	5,082	5,133	5,197	5,262
	2A	5,226	5,278	5,344	5,411
	3	5,371	7,800	7,898	7,996
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,507	4,552	4,609	4,667
	1A	4,601	4,647	4,705	4,764
	2	4,695	4,742	4,801	4,861
	2A	4,789	4,837	4,897	4,959
	3	4,882	4,931	4,992	5,055
Lacrosse					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	8,150	8,252	8,355
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,803	3,841	3,889	3,938
	2	3,927	3,966	4,016	4,066
	2A	4,071	4,112	4,163	4,215
	3	4,215	4,257	4,310	4,364
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474
Rifle					
Varsity & Junior Varsity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	4,049	4,089	4,141	4,192
	3	4,295	5,500	5,569	5,638
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,354	2,378	2,407	2,437
	1A	2,417	2,441	2,472	2,503
	2	2,480	2,505	2,536	2,568
	2A	2,612	2,638	2,671	2,704
	3	2,745	2,772	2,807	2,842

Soccer					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	7,500	7,594	7,689
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,185	4,227	4,280	4,333
	1A	4,314	4,357	4,412	4,467
	2	4,443	4,487	4,544	4,600
	2A	4,564	4,610	4,667	4,726
	3	4,685	4,732	4,791	4,851
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,244	3,276	3,317	3,359
	1A	3,351	3,385	3,427	3,470
	2	3,458	3,493	3,536	3,580
	2A	3,579	3,615	3,660	3,706
	3	3,700	3,737	3,784	3,831



Softball					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	8,150	8,252	8,355
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,803	3,841	3,889	3,938
	2	3,927	3,966	4,016	4,066
	2A	4,071	4,112	4,163	4,215
	3	4,215	4,257	4,310	4,364
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474

Tennis					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,589	3,625	3,670	3,716
	1A	3,696	3,733	3,780	3,827
	2	3,803	3,841	3,889	3,938
	2A	3,965	4,005	4,055	4,105
	3	4,126	5,600	5,670	5,741
(F) Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,735	2,762	2,797	2,832
	1A	2,820	2,848	2,884	2,920
	2	2,905	2,934	2,971	3,008
	2A	3,001	3,031	3,069	3,107
	3	3,098	3,129	3,168	3,208
(S) Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,523	2,548	2,580	2,612
	1A	2,563	2,589	2,621	2,654
	2	2,603	2,629	2,662	2,695
	2A	2,743	2,770	2,805	2,840
	3	2,884	2,913	2,949	2,986
Track and Field					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	8,150	8,252	8,355
Varsity Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
(F) Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,185	4,227	4,280	4,333
	1A	4,314	4,357	4,412	4,467
	2	4,443	4,487	4,544	4,600
	2A	4,564	4,610	4,667	4,726
	3	4,685	4,732	4,791	4,851
(S) Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,803	3,841	3,889	3,938
	2	3,927	3,966	4,016	4,066
	2A	4,071	4,112	4,163	4,215
	3	4,215	4,257	4,310	4,364
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,735	2,762	2,797	2,832
	1A	2,865	2,894	2,930	2,966
	2	2,994	3,024	3,062	3,100
	2A	3,126	3,157	3,197	3,237
	3	3,258	3,291	3,332	3,373
Volleyball					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,319	6,382	6,462	6,543
	1A	6,536	6,601	6,684	6,767
	2	6,753	6,821	6,906	6,992
	2A	6,962	7,032	7,120	7,209
	3	7,172	7,500	7,594	7,689

Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,656	4,703	4,761	4,821
	1A	4,785	4,833	4,893	4,954
	2	4,913	4,962	5,024	5,087
	2A	5,057	5,108	5,171	5,236
	3	5,200	5,252	5,318	5,384
Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,458	3,493	3,536	3,580
	1A	3,568	3,604	3,649	3,694
	2	3,678	3,715	3,761	3,808
	2A	3,818	3,856	3,904	3,953
	3	3,958	3,998	4,048	4,098
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,860	2,889	2,925	2,961
	1A	2,968	2,998	3,035	3,073
	2	3,075	3,106	3,145	3,184
	2A	3,215	3,247	3,288	3,329
	3	3,355	3,389	3,431	3,474
Wrestling					
Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	7,135	7,206	7,296	7,388
	1A	7,392	7,466	7,559	7,654
	2	7,649	7,725	7,822	7,920
	2A	7,929	8,008	8,108	8,210
	3	8,209	9,400	9,518	9,636
Junior Varsity Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,429	5,483	5,552	5,621
	1A	5,620	5,676	5,747	5,819
	2	5,811	5,869	5,942	6,017
	2A	6,021	6,081	6,157	6,234
	3	6,230	6,292	6,371	6,451

Junior High Head Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,097	4,138	4,190	4,242
	1A	4,208	4,250	4,303	4,357
	2	4,319	4,362	4,417	4,472
	2A	4,457	4,502	4,558	4,615
	3	4,596	4,642	4,700	4,759
Junior High Assistant Coach	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,075	3,106	3,145	3,184
	1A	3,203	3,235	3,275	3,316
	2	3,332	3,365	3,407	3,450
	2A	3,472	3,507	3,551	3,595
	3	3,612	3,648	3,694	3,740

A coach of an athletic team (who is also employed by the District in another capacity) who has been coaching a particular team for three (3) consecutive years, shall receive at least thirty (30) days' notice of termination or recommendation of non-appointment to the coaching position, in writing, from the principal of the school where the team is located. Such writing shall set forth the reasons for the termination or recommendation for non-appointment. The principal and/or superintendent, at the request of such coach, shall meet with such coach to discuss the reason for termination or non-recommendation. The termination or non-appointment of a coach or any other matter, dispute, controversy or interpretation arising out of anything contained in the foregoing paragraph shall not be grievable or subject to the grievance procedure contained in this contract.

Appendix B, Sections B-D

Band Aide					
Senior High Band	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,371	6,435	6,515	6,597
	1A	6,564	6,630	6,713	6,796
	2	6,757	6,825	6,910	6,996
	2A	6,970	7,040	7,128	7,217
	3	7,183	7,255	7,346	7,437
Junior High Band Memorial (8/9)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	5,815	5,873	5,947	6,021
	1A	6,007	6,067	6,143	6,220
	2	6,200	6,262	6,340	6,420
	2A	6,456	6,521	6,602	6,685
	3	6,712	6,779	6,864	6,950
Junior High Band Memorial (7)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,366	4,410	4,465	4,521
	1A	4,508	4,553	4,610	4,668
	2	4,650	4,697	4,755	4,815
	2A	4,842	4,890	4,952	5,013
	3	5,035	5,085	5,149	5,213
Junior High Band North/South	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,209	3,241	3,282	3,323
	1A	3,358	3,392	3,434	3,477
	2	3,507	3,542	3,586	3,631
	2A	3,677	3,714	3,760	3,807
	3	3,847	3,885	3,934	3,983

Senior High Band Asst. Central	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,223	2,245	2,273	2,302
	1A	2,331	2,354	2,384	2,414
	2	2,439	2,463	2,494	2,525
	2A	2,545	2,570	2,603	2,635
	3	2,651	2,678	2,711	2,745

Band Aide	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,196	1,208	1,223	1,238
	1A	1,240	1,252	1,268	1,284
	2	1,283	1,296	1,312	1,328
	2A	1,326	1,339	1,356	1,373
	3	1,368	1,382	1,399	1,416
Senior High Orchestra	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,874	4,923	4,984	5,047
	1A	5,024	5,074	5,138	5,202
	2	5,175	5,227	5,292	5,358
	2A	5,345	5,398	5,466	5,534
	3	5,516	5,571	5,641	5,711
Junior High Orchestra	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,209	3,241	3,282	3,323
	1A	3,358	3,392	3,434	3,477
	2	3,507	3,542	3,586	3,631
	2A	3,677	3,714	3,760	3,807
	3	3,847	3,885	3,934	3,983

Chorus					
Senior High	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,371	6,435	6,515	6,597
	1A	6,564	6,630	6,713	6,796
	2	6,757	6,825	6,910	6,996
	2A	7,006	7,076	7,165	7,254
	3	7,256	7,329	7,420	7,513

Junior High Memorial (8/9)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	6,371	6,435	6,515	6,597
	1A	6,564	6,630	6,713	6,796
	2	6,757	6,825	6,910	6,996
	2A	7,006	7,076	7,165	7,254
	3	7,256	7,329	7,420	7,513

Junior High Memorial (7)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,777	4,825	4,885	4,946
	1A	4,922	4,971	5,033	5,096
	2	5,068	5,119	5,183	5,247
	2A	5,227	5,279	5,345	5,412
	3	5,386	5,440	5,508	5,577

Junior High North/South	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,209	3,241	3,282	3,323
	1A	3,358	3,392	3,434	3,477
	2	3,507	3,542	3,586	3,631
	2A	3,677	3,714	3,760	3,807
	3	3,847	3,885	3,934	3,983

Appendix B, Section C Drama					
Production Director	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,209	3,241	3,282	3,323
	1A	3,400	3,434	3,477	3,520
	2	3,592	3,628	3,673	3,719
	2A	3,805	3,843	3,891	3,940
	3	4,019	4,059	4,110	4,161
Major Musical Director	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,462	3,497	3,540	3,585
	1A	3,740	3,777	3,825	3,872
	2	4,019	4,059	4,110	4,161
	2A	4,254	4,297	4,350	4,405
	3	4,489	4,534	4,591	4,648

Musical Director	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1A	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2A	1,754	1,772	1,794	1,816
	3	1,926	1,945	1,970	1,994

Appendix B, Section C Drama

Conductor	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	641	647	656	664
	1A	717	724	733	742
	2	794	802	812	822
	2A	879	888	899	910
	3	965	975	987	999

Choreographer	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1A	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2A	1,754	1,772	1,794	1,816
	3	1,926	1,945	1,970	1,994

Stagecraft	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1A	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2A	1,754	1,772	1,794	1,816
	3	1,926	1,945	1,970	1,994

Appendix B Section D

A CLUB	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,955	3,995	4,044	4,095
	2	4,232	4,274	4,328	4,382
	2A	4,531	4,576	4,634	4,691
	3	4,830	4,878	4,939	5,001

B CLUB (use for LIB Stipend)	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,820	2,848	2,884	2,920
	1A	2,992	3,022	3,060	3,098
	2	3,163	3,195	3,235	3,275
	2A	3,335	3,368	3,410	3,453
	3	3,507	3,542	3,586	3,631

C Club	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1A	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2A	1,754	1,772	1,794	1,816
	3	1,926	1,945	1,970	1,994

D. Other Activities as Classified

Criteria	A	B	C
1. Hours	Over 230	116-230	45-115
2. Monies or Equipment	<1000	>1000	\$100.00 or <
3. Pupil Load	>50	26-50	5-25
4. Public Relations	Frequent	Occasional	None

To qualify – Activity must meet three out of the four criteria.

Grade Advisors					
Grade 7-8	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,239	1,251	1,267	1,283
	1A	1,390	1,404	1,421	1,439
	2	1,541	1,556	1,576	1,596
	2A	1,689	1,706	1,727	1,749
	3	1,837	1,855	1,879	1,902
Grade 9-10	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,692	2,719	2,753	2,787
	1A	2,864	2,893	2,929	2,965
	2	3,036	3,066	3,105	3,143
	2A	3,207	3,239	3,280	3,321
	3	3,377	3,411	3,453	3,497
Grade 11-12	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,548	3,583	3,628	3,674
	1A	3,806	3,844	3,892	3,941
	2	4,064	4,105	4,156	4,208
	2A	4,363	4,407	4,462	4,517
	3	4,662	4,709	4,767	4,827

Recognition Awards Coordinator	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	641	647	656	664
	1A	715	722	731	740
	2	790	798	808	818
	2A	877	886	897	908
	3	964	974	986	998

Recreation Coordinator	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1A	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2A	1,754	1,772	1,794	1,816
	3	1,926	1,945	1,970	1,994
Commencement Coordinator	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	641	647	656	664
	1A	715	722	731	740
	2	790	798	808	818
	2A	877	886	897	908
	3	964	974	986	998
Student Activity Director	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	4,960	5,010	5,072	5,136
	1A	5,388	5,442	5,510	5,579
	2	5,817	5,875	5,949	6,023
	2A	6,287	6,350	6,429	6,510
	3	6,758	6,826	6,911	6,997
Theater Manager	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,820	2,848	2,884	2,920
	1A	2,992	3,022	3,060	3,098
	2	3,163	3,195	3,235	3,275
	2A	3,335	3,368	3,410	3,453
	3	3,507	3,542	3,586	3,631
Yearbook Advisor	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,955	3,995	4,044	4,095
	2	4,232	4,274	4,328	4,382
	2A	4,531	4,576	4,634	4,691
	3	4,830	4,878	4,939	5,001

Suspension Coordinator	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,955	3,995	4,044	4,095
	2	4,232	4,274	4,328	4,382
	2A	4,531	4,576	4,634	4,691
	3	4,830	4,878	4,939	5,001
Detention Coordinator	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1A	3,955	3,995	4,044	4,095
	2	4,232	4,274	4,328	4,382
	2A	4,531	4,576	4,634	4,691
	3	4,830	4,878	4,939	5,001

E. **Special Assignments**

Teachers given special assignments by the principal which might require detailed organization and which most often involve great numbers of students (i.e. awards or recognition night advisorship, responsibility for commencement) may be paid on a percentage of the "C" schedule (.25 for 10-25 hours; .5 for 26 + hours).

Appendix B, Section F					
Chaperoning	Step	2018-2019	2019-2020	2020-2021	2021-2022
Extension of School day	1.00	46.73	47.20	47.79	48.38
Evening (after 4pm)/ Saturday	1.00	93.46	94.39	95.57	96.77

F. Chaperoning

Chaperoning, when not considered part of a staff assignment, shall be compensated at a rate listed above per session when it is an extension of the school day, and at the rate listed above per session evenings and Saturdays.

G. Guidance Counselors

The regular work year for a guidance counselor shall be the same as that of the regular teaching staff plus five additional workdays. These days will be the three (3) workdays immediately following the last day of the school year for the regular teaching staff and two (2) workdays, to be selected by the building principal in discussion with each guidance staff, in the week immediately preceding the return of the regular teaching staff and students in the fall.

Counselors employed after July 1, 1976, shall receive 1/200th of their annual basic salary for each day of service beyond the regular teachers' school year.

Counselors employed prior to July 1, 1976, shall receive 1/200th of their annual basic salary for each day of service beyond the regular teachers' school year, or \$1450 per annum, whichever is the greater.

Appendix B, Section H					
Chief Media Specialist	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	3,333.00	3,366.33	3,408.41	3,451.01
	1a	3,584.00	3,619.84	3,665.09	3,710.90
	2.00	3,836.00	3,874.36	3,922.79	3,971.82
	2a	4,108.00	4,149.08	4,200.94	4,253.46
	3.00	4,381.00	4,424.81	4,480.12	4,536.12

- H. The Chief Media Specialists work year will be from September 1 to June 30. In the libraries which are open for one hour in addition to the regular workday of the teachers, the chief media specialists will be paid additional remuneration at the rate of the maximum of "B" Club.

- I. Cooperative Work Experience Coordinators
(Industrial, Distributive Education, Business Education)

These coordinators shall be paid an additional maximum remuneration at the rate of the maximum of a "B" Club.

Appendix B, Section J					
Home Tutoring, After School Grading, PSAT, Translations, Test Scoring, Cap Project, and 1:1 Test Prep	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	44.49	44.93	45.50	46.07

- J. Home Tutoring, After School Grading, Translation, Test Scoring, CAP Projects and one-to-one Test Preparation
Instructors shall be compensated at the rate listed above. The first offer for tutoring must be made to district staff.

Appendix B, Section K					
SAT TEST PREP Instruction	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	727.81	735.09	744.28	753.58

- K. Scholastic Aptitude Test Preparation Instructors
Instructors shall be remunerated at the rate listed above for each section taught by the instructor.

Appendix B, Section L					
Overnight Field Trips	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	108.13	109.21	110.58	111.96

- L. Teachers who agree to participate in the supervision of children on educational field trips which are sponsored, initiated and funded by the District and on days not within the regular school calendar shall be compensated at the rate of 1/200th of their base annual salary. When such field trips are overnight within the regular school year, the teacher shall be compensated at the rate listed above per night.

Appendix B, Section M					
Lunchroom Supervision	Step	2018-2019	2019-2020	2020-2021	2021-2022
One period	1.00	3,767.00	3,804.67	3,852.23	3,900.38
Two periods	1.00	7,535.00	7,610.35	7,705.48	7,801.80

M. Lunchroom Supervision

Lunchroom Supervision will be compensated at the rate listed above for two periods and at the rate listed above for one period. Teachers will be assigned only on a voluntary basis. Teachers assigned to two periods per day shall be assigned during the duty period and preparation period. Teachers assigned to one period per day will work during the assigned regular preparation period.

Appendix B, Section N					
Out of School Suspension, ESL Grant Presenters, Small group instruction Regents review	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	82.82	83.65	84.69	85.75

N. Out of School Suspension Teachers and Staff Development Teachers. Instructors shall be compensated at the rate listed above per hour.

Appendix B, Section O					
Regents Review, ENL review (2 or more) Math Academy, and effective 2020/21, AP Test Preparation	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	58.84	59.43	60.17	60.92

O. Regents Review (Group Sessions)

Instructors shall be compensated at the rate listed above per hour.

Appendix B, Section P					
After school and Saturday Detention	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	47.12	47.59	48.19	48.79

- P. After School Detention Teachers
Teachers will be compensated at the rate listed above per hour.

APPENDIX C (Elementary) July 1, 2014 - June 30, 2019

Extra Pay for Extra Service - Elementary

Districts Activity

PROGRAMS

In accordance with Section 5.6, compensation for extra service associated with the elementary school activity program shall be governed by the criteria and schedules contained in this appendix. It shall be the duty of the Superintendent of Schools to recommend personnel and salary amounts within this guide. Assignment shall be by Board action. All appointments to extra-curricular activities are at the discretion of the Board of Education. Such appointments are made annually.

Appendix C					
A Club or Activity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	3,678	3,715	3,761	3,808
	1a	3,955	3,995	4,044	4,095
	2	4,232	4,274	4,328	4,382
	2a	4,532	4,577	4,635	4,692
	3	4,381	4,425	4,480	4,536
B Club or Activity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	2,820	2,848	2,884	2,920
	1a	2,992	3,022	3,060	3,098
	2	3,163	3,195	3,235	3,275
	2a	3,335	3,368	3,410	3,453
	3	3,507	3,542	3,586	3,631
C Club or Activity	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1	1,283	1,296	1,312	1,328
	1a	1,433	1,447	1,465	1,484
	2	1,582	1,598	1,618	1,638
	2a	1,755	1,773	1,795	1,817
	3	1,927	1,946	1,971	1,995

NOTE: Each elementary district pays a stipend to elementary music teachers. The 2018/19 stipend in each district shall be improved by \$500. This figure is not to be included in base pay for the purpose of subsequent percentage increases to the stipend.

Chaperoning	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	34.93	35.28	35.72	36.17

Chaperoning

Teachers assigned to the supervision of pupils at school sponsored activities such as, but not limited to, music concerts, gym demonstrations, and science fairs which are held outside the regular school day, shall be paid at the rate of \$32.79 per hour. This shall not include payment to teachers who are assigned to an activity which is the outgrowth of their regular teaching or extra pay assignments.

Home Tutoring	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	44.50	44.95	45.51	46.08

Home Tutoring

Home tutoring shall be compensated at the rate listed above per hour. The first offer for tutoring must be made to district staff.

Field Trips	Step	2018-2019	2019-2020	2020-2021	2021-2022
	1.00	119.17	120.36	121.87	123.39

Educational Field Trips

Teachers who agree to participate in the supervision of children on educational field trips which are sponsored, initiated and funded by the District and on days not within the regular school calendar shall be compensated at the rate of 1/200th of their base annual salary. When such field trips are overnight within the regular school year, the teacher shall be compensated at the rate listed above.

APPENDIX D

Part-Time Teachers - High School

1. A Part-Time Teacher shall receive an hourly or per period rate of pay based on a 6 hour or 6 period day. No Part-Time Teacher shall receive a per hour or per period rate less than that computed by taking 1/200 of the current BA 1 step on the salary schedule and dividing the quotient by six.
2.
 - a. A Part-Time Teacher, while working 50% or more of a full teacher's schedule, shall receive a pro rata share of insurance benefits hereinafter set forth in paragraph 3 below.
 - b. A Part-Time Teacher, while employed in the District for at least three (3) consecutive years and working less than 50% of a full teacher's schedule, shall receive a pro rata share of the insurance benefits hereinafter set forth in paragraph 3 below.
3. Insurance benefits include a pro rata share of the health and dental plans as described in section 5.14 of the Agreement between the Board and the V.S.T.A.
4. Academic Freedom, Section 4, and the Grievance Procedure, Section 6, of the Agreement between the Board and the V.S.T.A. shall apply to Part-Time Teachers.
5. A Part-Time Teacher shall be entitled to move up one step on the salary schedule at the completion of each full-time year worked, subject to the District's existing practices regarding the effective date(s) for step movement for full-time teachers.

APPENDIX D

Part-Time Teachers – Elementary

1. A Part-Time Teacher shall receive an hourly or per period rate of pay based on a 6 hour or 6 period day. No Part-Time Teacher shall receive a per hour or per period rate less than that computed by taking 1/200 of the current BA 1 step on the salary schedule and dividing the quotient by six.
2.
 - a. A Part-Time Teacher, while working 50% or more of a full teacher's schedule, shall receive a pro rata share of the insurance benefits hereinafter set forth in paragraph 3 below.
 - b. A Part-Time Teacher, while employed in the District for at least three (3) consecutive years and working less than 50% of a full teacher's schedule, shall receive a pro rata share of the insurance benefits hereinafter set forth in paragraph 3 below.
3. Insurance benefits include a pro rata share of the health and dental plans as described in Section 5.14 of the Agreement between the Board and the V.S.T.A.
4. Academic Freedom, Section 4, and the Grievance Procedure, Section 6, of the Agreement between the Board and the V.S.T.A. shall apply to Part-Time Teachers.
5. A Part-Time Teacher shall be entitled to move up one step on the salary schedule at the completion of each full-time year worked, subject to the District's existing practices regarding the effective date(s) for step movement for full-time teachers.

APPENDIX E

SIDE LETTERS OF AGREEMENT

Any side letters/memoranda of agreement not attached at this appendix are void

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

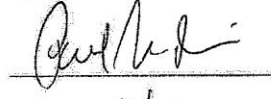
1. Effective July 1, 2015 notwithstanding any provisions to the contrary in the collective bargaining agreement, the district shall pay teachers fifty-five dollars (\$55.00) an hour for curriculum work and professional development.
2. This Agreement shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated 2/23/15

FOR THE VSTA



Dated 2/4/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

1. Effective June 29, 2015, notwithstanding any provisions to the contrary in the collective bargaining agreement, the District shall pay teachers at the BOCES 2015 elementary summer school rate for the summer school special education program.
2. This Agreement shall expire on August 31, 2015 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

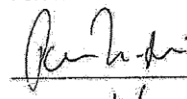
FOR THE DISTRICT



Dated

2/23/15

FOR THE VSTA



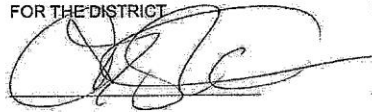
Dated

2/4/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

1. Effective July 1, 2015, notwithstanding any provisions to the contrary in the collective bargaining agreement, the district shall pay teachers at his/her per diem/hourly rate based on his/her then current salary for summer CSE work.
2. This Agreement shall expire on August 31, 2015 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated

2/23/15

FOR THE VSTA



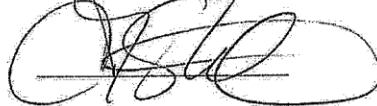
Dated

2/4/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

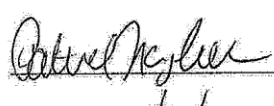
1. Effective July 1, 2015, notwithstanding any provisions to the contrary in the collective bargaining agreement, the district will run an after school AIS Academy. Salary per hour will be the same as the Valley Stream 30 BOCES Summer School program.
2. This Agreement shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated 4/21/15

FOR THE VSTA



Dated 3/31/15

VALLEY STREAM UNION FREE SCHOOL DISTRICT THIRTY

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA"):

1. Effective July 1, 2015, the District will pay a one-thousand five-hundred dollar (\$1,500.00) stipend to be a Grade-Level Teacher Leader. Teacher leaders' roles and responsibilities will include: having previous years of grade-level experience; facilitating the Wednesday PD grade-level meetings (when applicable); communicating (i.e., newsletter, intranet, email) with grade-level teachers in regards to their recommendations/commendation of curriculum resources, pacing guides, pilot implementations, CIAC goals, and/or professional developments; primary users of digital module system (i.e., Brain Honey), to assist grade-level teachers with creating customized lesson materials; providing a monthly report to the Assistant Superintendent for Curriculum and Instruction of grade-level needs mentioned in the above bullets; meeting with the Assistant Superintendent for Curriculum and Instruction up to eight (8) extra-contractual hours; meeting with grade-level teachers up to two (2) extra-contractual hours either before and/or after school;; committing to being a member of the CIAC committee, if possible.

Up to ten (10) hours beyond the school day to meet with district administration is included within the stipend. If more than ten (10) hours are required to meet with district administration and/or grade-level teachers, teacher leader will be paid fifty-five dollars (\$55.00) for each additional hour.

2. The Agreement for the 2015-2016 school year shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated

4/21/15

FOR THE VSTA



Dated

3/31/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

1. Effective July 1, 2015, notwithstanding any provision to the contrary in the collective bargaining agreement, the District shall pay \$63.00 per page for translation services provided to it for the 2015-2016 school year.
2. The Agreement for the 2015-2016 school year shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated 4/21/15

FOR THE VSTA

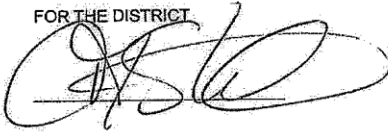


Dated 4/31/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

1. Effective July 1, 2015, notwithstanding any provisions to the contrary in the collective bargaining agreement, the district shall pay teachers fifty-five dollars (\$55.00) an hour for parent workshops for the 2015-16 school year.
2. This Agreement shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated

4/21/15

FOR THE VSTA



Dated

3/31/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA") (Registered Nurses' Unit)

1. Effective July 1, 2015, notwithstanding any provisions to the contrary in the collective bargaining agreement, each nurse assigned to an overnight trip for the purpose of accompanying district students shall be paid \$150.00 per night for each full overnight period spent with such students in connection with such overnight trip.
2. This Agreement shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated 4/21/15

FOR THE VSTA

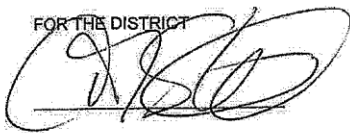


Dated 3/31/15

AGREEMENT by and between the Valley Stream Union Free School District ("District") Thirty and the Valley Stream Teachers' Association ("VSTA")

1. This extends the agreement originally dated September 1, 2006. Notwithstanding any provisions to the contrary in the collective bargaining agreement, a teacher assigned, on a voluntary basis only, to a thirty minute lunch room duty shall be compensated at a rate derived at by taking $1/200^{th}$ of the teacher's annual salary step in Appendix A and dividing the quotient by twelve for each thirty minutes s/he serves in this assignment. (No teacher so assigned, however, shall be paid less than that provided under Section 5.24.4.3 Emergency Teaching Assignments "... for up to thirty-five minutes" nor more than the amount calculated at the MA+60 Step 26.)
2. This Agreement shall expire on June 30, 2016 unless amended or extended by mutual agreement of both parties in writing.
3. This Agreement sets forth all the terms of the parties' discussions and agreements regarding its subject. There are no other agreements oral or otherwise.
4. This Agreement and the parties' obligations there under are subject to ratification and approval by the Board of Education.
5. The parties' collective bargaining agreement shall be deemed unmodified by the agreement and shall not be used as a precedent for any other agreement.

FOR THE DISTRICT



Dated 4/21/15

FOR THE VSTA



Dated 3/31/15

UNASSIGNED TIME AGREEMENT

AGREEMENT made this 21st day of April, 2015 by and between the BOARD OF EDUCATION of UNION FREE SCHOOL DISTRICT NUMBER 30, VALLEY STREAM, NEW YORK (hereinafter referred to as the "DISTRICT") and the VALLEY STREAM TEACHERS' ASSOCIATION (hereafter referred to as the ASSOCIATION").

WITNESSETH:

WHEREAS, the current collective bargaining agreement, at sections 5.24.4.2 and 5.24.4.3 refers to "unassigned time" with reference to "Emergency Teaching Assignments"; and

WHEREAS, the proposed reduction of "unassigned time" to the professional teaching staff contemplated by this agreement does not constitute "Emergency Teaching Assignments"; and

WHEREAS, it is the position of the ASSOCIATION that any reduction in "unassigned time" (other than that constituting "Emergency Teaching Assignments" within the meaning of sections 5.24.4.2 and 5.24.4.3 of the current collective bargaining agreement) from the level (s) that it was scheduled during the 1991 - 1992 school year must be subject to negotiation; and

WHEREAS, it is the position of the DISTRICT that, notwithstanding the reasons for such proposed reorganization of the school schedule, it is not a negotiable issue and is not limited by the collective bargaining agreement, but, rather, that it is within the DISTRICT'S (and, specifically, the Superintendent of Schools') authority and discretion in reorganizing any part of the school schedule (including, but not limited to a reduction in "unassigned time") based upon the provision of Section 5.24.6 of the collective bargaining agreement and the inherent powers and responsibilities of the DISTRICT and its Superintendent of Schools; and

WHEREAS, the parties have previously engaged in certain informal discussions regarding the resolution of the issue relating to the respective different positions of the DISTRICT and the ASSOCIATION with respect to the foregoing; and

WHEREAS, as a result thereof, agreements relative thereto were entered into by and between the parties relative to the 1992 - 1993, the 1993 - 1994, the 1994 - 1995, the 1995 - 1996, the 1996 - 1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005, the 2005 - 2006, the 2006 - 2007, the 2007 - 2008, the 2008 - 2009, the 2009 - 2010, school years; and

WHEREAS, both the DISTRICT and the ASSOCIATION are desirous of resolving the foregoing issue on a temporary basis (i.e., continuing the agreements previously entered into for each of the 1992 - 1993, 1993 - 1994, the 1994 - 1995, 1996 - 1997, 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005, the 2005 - 2006, the 2006 - 2007, the 2007 - 2008, the 2008 - 2009, 2009 - 2010, 2010 - 2011, 2011 - 2012, 2012 - 2013, 2013 - 14, 2014 - 15 school years) on the terms, provisions and conditions herein below set forth; and

WHEREAS, the parties are not desirous of

(a) entering into any course of conduct which

(1) might be construed as negotiating the issue or of acknowledging that the dispute constitutes a negotiable issue; or

(2) which might constitute or be relied upon by earlier party as

constituting a precedent; or

(b) amending or modifying the collective bargaining agreement.

NOW, THEREFORE, in consideration of the mutual promises contained herein, it is hereby agreed by and between the parties as follows:

1. That the preambles (i.e., the "WHEREAS" paragraphs) are specifically incorporated herein by reference.

2. That the unassigned time of the professional teaching staff, during the 1991 - 1992, school year was as follows:

Kindergarten:	210 minutes per week
Grades 1, 2, and 3:	255 minutes per week
Grades 4, 5, and 6	270 minutes per week

3. That the unassigned time of the professional teaching staff, commencing with the 1992 - 1993 school year and continuing with the 1993 - 1994, the 1994 - 1995, the 1995 - 1996, the 1996 - 1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005, 2005 - 2006 school years, pursuant to the agreements heretofore entered into between the parties relative theretofore has heretofore been as follows:

Kindergarten:	195 minutes per week
Grades 1, 2, and 3:	225 minutes per week
Grades 4, 5, and 6:	240 minutes per week

4. That the unassigned time of the professional teaching staff, continuing during the 2007 - 2008, the 2008 - 2009 school year, shall be in modification of that as set forth in the previous agreements relative thereto applicable to the 1992 - 1993, the 1993 - 1994, the 1994 - 1995, the 1995 - 1996, the 1996 - 1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005, the 2005 - 2006, the 2006 - 2007, the 2007 - 2008, the 2008 - 2009, the 2009 - 2010 school years, pursuant to the agreements heretofore entered into between the parties, i.e., as follows:

(a) The unassigned times as set forth in the previous agreements relative thereto applicable to the 1992 - 1993, the 1993 - 1994, the 1994 - 1995, the 1995 - 1996, the 1996 - 1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005 and the 2005 - 2006 school years:

Kindergarten:	195 minutes per week
Grades 1, 2, and 3:	225 minutes per week
Grades 4, 5, and 6:	240 minutes per week

(b) The unassigned times as set forth in the previous agreement relative thereto applicable to the 2006 - 2007, the 2007 - 2008, the 2008 -2009, the 2009 - 2010, the 2010 - 2011, the 2011 - 2012, the 2012 - 2013, the 2013 - 2014, the 2014 - 15 school years:

Kindergarten:	225 minutes per week
Grades 1, 2, and 3:	225 minutes per week
Grades 4, 5, and 6:	225 minutes per week

(c) The unassigned times which shall be applicable to the 2015 - 2016 school year:

Kindergarten:	225 minutes per week
Grades 1, 2, and 3:	225 minutes per week
Grades 4, 5, and 6:	225 minutes per week

5. That as in accordance with the agreements applicable to the 1992 -1993, the 1993-1994, the 1994 - 1995, the 1995 -1996, 1996 -1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 -2004, the 2004 - 2005, the 2005 - 2006, the 2006 - 2007, the 2007 - 2008, the 2008 - 2009, the 2009 - 10, the 2010 - 2011, the 2011 - 2012, the 2012 - 2013, the 2013 - 2014 school year in the time wherein the professional teaching staff shall be permitted to leave the building (s) to which such staff has been assigned, to permit such professional teaching staff to leave the building five (5) minutes early, to wit, as follows: on Monday through Thursday, the staff shall be permitted to leave the building (s) to which such staff has been assigned at 2:55 p.m. instead of 3:00 p.m. Notwithstanding the provisions of the agreements applicable to the 1992 - 1993, the 1993 - 1994, the 1994 -1995, the 1995 - 1996, 1996 - 1997, the 1997 - 1998, the 1998 - 1999, the 1999 - 2000, the 2000 - 2001, the 2001 - 2002, the 2002 - 2003, the 2003 - 2004, the 2004 - 2005, the 2005 - 2006, the 2006 - 2007, 2007 - 2008, the 2008 - 2009, the 2009 - 2010, the 2010 - 2011, the 2011 - 2012, the 2012 - 2013, the 2013 - 2014 school years and pursuant to the agreement dated June 14, 2006 as applicable to the 2006 -2007, the 2007 - 2008, and the 2008 - 2009 school years, for the 2015 - 2016 school year the staff shall be permitted:

(a) To arrive at the building (s) to which such staff has been

assigned at 8:15 a.m. instead of 8:10 a.m.; and

(b) To leave the building (s) to which such staff has been assigned at 2:55 p.m. instead of 3:00 p.m. on Mondays through Thursdays, and at 2:50 p.m. instead of 3:00 on Fridays only.

6. Notwithstanding anything herein to the contrary, the temporary resolution of this issue is in no way intended to constitute:

- (a) the relinquishment of any rights of or by either party; or
- (b) negotiating the issue acknowledging that the dispute constitutes a negotiable issue; or
- (c) a precedent or any conduct which might constitute, be construed as or be relied upon by either party as constituting a precedent.

7. That in the event that there is any future need or proposal for further reductions in "unassigned time" by the District:

(a) the parties shall have the right to return to their "1991 - 1992" positions relative to this issue, to wit:

(1) the position of the ASSOCIATION that any reduction in "unassigned time" from the level (s) that it was scheduled during the 1991 - 1992 school year must be subject to negotiation; and

(2) the position of the DISTRICT that, notwithstanding the reasons for such proposed reorganization of the school schedule, it is not a negotiable issue and is not limited by the collective bargaining agreement, but, rather, that it is within the DISTRICT'S (and, specifically, the Superintendent of Schools') authority and discretion in reorganizing any part of the school schedule (including, but not limited to a reduction in "unassigned time") based upon the provisions of Section 5.24.6 of the collective bargaining agreement and the inherent powers and responsibilities of the DISTRICT, and the resulting right of the parties to return to their "1991 - 1992" positions relative to this issue, it is expressly and specifically agreed by and between the parties that the

terms, provisions and conditions of this agreement shall not be challenged, altered or disturbed with reference to the assertion of any claim for retroactive additional compensation.

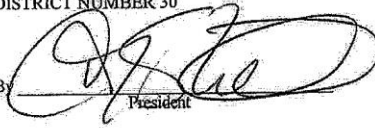
8. It is specifically and expressly agreed by and between the parties hereto that this Agreement shall be strictly constructed and strictly limited to the temporary resolution of the issue herein only and shall in no manner or event be constructed as a modification or amendment to the existing collective bargaining agreement.

9. This agreement shall be applicable to the 2015-16 school year only (to wit, from September 1, 2015 to June 30, 2016) and may only be modified or extended in a writing, duly executed by an authorized representative of the parties.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, the dates have hereunto set their hands and seals, the dates herein below set forth.

Dated: 3/31/15

VALLEY STREAM UNION FREE SCHOOL
DISTRICT NUMBER 30

By 
President

Dated: 3/31/15

VALLEY STREAM TEACHERS' ASSOCIATION
DISTRICT NUMBER 30

By 
President

1/7/16

AGREEMENT made this day of 14th, 2016, between the Valley Stream Union Free School District Twenty-Four (hereinafter referred to as the "District") and the Valley Stream Teachers' Association (hereinafter referred to as "VSTA" or the "Association"), and is subject to ratification by the Board of Education (hereinafter "Board").

WHEREAS, the District and the Association have entered into a collective bargaining agreement covering the period July 1, 2014 through June 30, 2019; and

WHEREAS, the Memorandum of Agreement between the parties dated August 28, 2014 provides, in sum and substance, all side letters/memoranda of agreement entered into between the Association and the District shall be added to the collective bargaining agreement as a new appendix; and

WHEREAS, the District and the Association are desirous of extending certain side letters of agreement that have sunset by virtue of their terms;

NOW THEREFORE, the parties mutually agree as follows:

1. Notwithstanding any provision to the contrary in the parties' collective bargaining agreement or any past practice or agreement to the contrary, effective September 1, 1999, the District and the VSTA agree that teachers who participate in staff development activities which are held outside the regular contract school day will be compensated at an hourly rate set forth at paragraph "3". Workshop instructors performing teaching services outside the regular contract school day shall be compensated at an hourly rate set forth at paragraph "3".

2. Effective July 1, 2004, notwithstanding any provision to the contrary in the parties' collective bargaining agreement, teachers who provide instruction after school to students designated for the Operation Success After School Program ("Operation Success") shall be compensated at an hourly rate set forth at paragraph "3".

3. The hourly rate for services hereunder shall be as follows:

Year	Rate for Operation Success
2014-2015	\$54.45
2015-2016	\$54.91
2016-2017	\$55.84
2017-2018	\$56.32
2018-2019	\$56.80

4. The hours of Operation Success shall be established by the District and scheduled in morning and afternoon sessions as follows:

<u>Session</u>	<u>Student Hours</u>	<u>Planning / Preparation</u>	<u>Total Time</u>
Morning	7:30 to 8:10 AM	8:10 to 8:40 AM	70 minutes
Afternoon	3:15 to 4:15 PM	4:15 to 4:45 PM	90 minutes

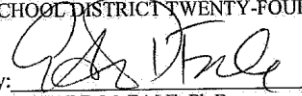
5. Teachers providing Operation Success instruction shall do so only on a voluntary basis.
6. Teachers providing Operation Success instruction shall not be assigned to teach more than 15 students, whenever possible and practical. However, it is understood between the parties that the student grouping will be differentiated based on the education needs of the group, with more needy student groups smaller (less than 8) than the groups of one-level and mastery level; whenever possible and practical.

7. The Lead Teacher organizing Operation Success instruction groups, and handling parent notification shall be compensated for an additional hour of work per week up to a maximum of ten (10) hours per program.
8. Notwithstanding the provisions of the parties' memorandum of agreement with regard to the provision of extra help services, teachers who service all three District buildings; i.e., the District's instrumental music, challenge, technology and the District-wide math teachers, in order to provide equitable service for students, shall not be bound by the collective bargaining agreement's defined days for the 35 minute extra help periods, and will instead be permitted to provide an equivalent amount of time and sessions at other days/times during the school year provided that they document and submit same to the Superintendent of Schools for his prior written approval.
9. The District reserves the right to continue the programs and services described herein. Nothing herein shall require the District to continue the foregoing programs or appoint teachers to the foregoing positions. Nothing herein shall constitute a guarantee of employment or of a particular assignment.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the date and year first above written.

VALLEY STREAM UNION FREE
SCHOOL DISTRICT TWENTY-FOUR

By:


EDWARD M. FALE, Ph.D.
Superintendent of Schools

(Cont on p4)

VALLEY STREAM TEACHERS'
ASSOCIATION ("VSTA")

By: Patricia Hagler

President

214601



Valley Stream UFSD Thirteen

585 N. Corona Avenue Valley Stream, New York • 11580 • (516)568-6100

www.valleystream13.com

Constance D. Evelyn, Superintendent of Schools

May 20, 2016

Mr. Patrick Naglieri, President
Valley Stream Teachers Association
33 Merrick Road, Ste. 4
Valley Stream, NY 11580

Re: Summer Technology Work

Dear Mr. Naglieri:

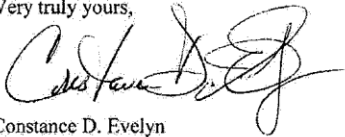
This letter will confirm our mutual understanding with respect to technology duties to be performed during summer months by Melissa O'Geary. Ms. O'Geary is a teacher assigned full time as a teacher of technology, performing a variety of functions relating to the District's educational technology program, including, but not limited to, reviewing curriculum, developing training programs, and coordinating the integration of technology with the learning process.

As discussed with Noele Villa, District 13 Representative for the Valley Stream Teachers Association ("VSTA"), the District believes it to be in the best interests of our educational technology program for such work to continue to be performed during the summer recess period. Because these duties are currently performed solely by Ms. O'Geary, who is uniquely qualified to perform these duties and is willing to continue to do so during the summer, it is my understanding that VSTA will waive the posting of this summer work. Accordingly, it is the desire of the Board of Education to appoint Ms. O'Geary to perform technology duties during the summer months.

We have agreed that the stipend of \$7,658.60 shall be paid for twenty days of technology work during the months of July and August. The work day shall be from 8:30 a.m to 2:25 p.m., with the specific days to be determined by the Superintendent, in consultation with Ms. O'Geary. Ms. O'Geary will report directly to the District's Director of Technology and will assist the Director in planning and facilitating targeted professional development and such other tasks as are more fully described in the duties description attached.

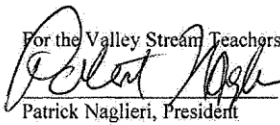
If the above comports with your understanding, please indicate your agreement by signing and returning to me a copy of this side letter. If you have any questions, please do not hesitate to contact me.

Very truly yours,



Constance D. Evelyn
Superintendent of Schools
Enc.

For the Valley Stream Teachers Association:

 Date: 5/23/16

Patrick Naglieri, President

4/30/2

AGREEMENT made this 30th day of April 2002 by and between the BOARD OF EDUCATION OF UNION FREE SCHOOL DISTRICT NUMBER 24, VALLEY STREAM, NEW YORK (hereinafter referred to as the "DISTRICT") and the VALLEY STREAM TEACHERS' ASSOCIATION, LOCAL 1633, NYSUT/AFT ("the ASSOCIATION").

W I T N E S S E T H :

WHEREAS, the District and the Association are parties to a collective bargaining agreement covering the period February 1, 1999 - June 30, 2001; and

WHEREAS, the parties have simultaneously, on the 30th day of April, 2002, entered into a collective bargaining agreement for the period July 1, 2001 through June 30, 2004; and

WHEREAS, the parties are also party to a memorandum of agreement signed on September 11, 1995 ("the Agreement") pursuant to which the parties agreed upon the non-contractual terms and conditions of employment for the implementation of a six-day cycle within the District; and

WHEREAS, the District has announced its intention to continue the six-day cycle which was effective with the 1995-1996 school year as part of a reorganization of the school schedule, which decision resulted in changes in unit members' unassigned time and changes in when unit members took their lunch, as well as having other impact at that time both known and unknown on unit members' terms and conditions of employment; and

WHEREAS, prior to the 1993-1995 collective bargaining agreement between the parties, there was no mention of "unassigned time" in any collective bargaining agreement between the parties; and

4/30/2

WHEREAS, the contract, at sections 5.24.4.2 and 5.24.4.3 refers to "unassigned time" with reference to "Emergency Teaching Assignments"; and

WHEREAS, the proposed modification of professional teaching staff ("staff") "unassigned time" by this Agreement does not constitute "Emergency Teaching Assignments"; and

WHEREAS, it is the position of the ASSOCIATION that any reduction in "unassigned time" (other than that constituting "Emergency Teaching Assignments") from the level(s) that were scheduled during the 1994-1995 school year must be subject to negotiation; and

WHEREAS, it is the position of the DISTRICT that, notwithstanding the reasons for such proposed reorganization of the school schedule, it is not a negotiable issue and is not limited by the contract, but, rather, is within the DISTRICT'S (and, specifically, the Superintendent of Schools') authority and discretion in reorganizing any part of the school schedule (including, but not limited to a reduction in "unassigned time") based upon the provisions of contract Section 5.24.6 and the inherent powers and responsibilities of the DISTRICT and its Superintendent of Schools; and

WHEREAS, the parties have engaged in certain informal discussions regarding the resolution of this issue and related changes that may be occasioned by the reorganization; and

WHEREAS, as a result thereof, an agreement has been reached by and between the parties relative to the 2002-2003 and succeeding school years; and

WHEREAS, both the DISTRICT and the ASSOCIATION are desirous of resolving the foregoing issue on the terms, provisions and conditions set forth below; and

4/30/2

WHEREAS, the parties are not desirous of:

(a) entering into any course of conduct which

(1) might be construed as negotiating the issue or of acknowledging

that the dispute constitutes a negotiable issue; or

(2) which might constitute or be relied upon by either party as

constituting a precedent; or

(b) amending or modifying the collective bargaining agreement.

NOW, THEREFORE, in consideration of the mutual promises contained herein, it is hereby agreed by and between the parties as follows:

1. That the preambles (i.e., the "WHEREAS" paragraphs) are specifically incorporated herein by reference.

2. That the parties' current practices regarding the definition of "unassigned time" shall not in any way be altered by the terms and conditions of this Agreement, except as specifically set forth in this Agreement.

3. That the unassigned time of the staff effective July 1 2002 shall approximate the following:

Kindergarten: average 42 minutes per day

Grades 1, 2 and 3: average 41 minutes per day

Grades 4, 5 and 6: average 47 minutes per day

4. There shall be an adjustment in the time when the staff shall be permitted to leave the building(s) to which they have been assigned, to permit the staff to leave the building ten

4/30/2

minutes early; i.e., on Monday, Tuesday, Wednesday, Thursday and Friday at 3:00 p.m. after proper dismissal of students, instead of 3:10 p.m.

5. That, while the current duration of staff lunch breaks will not in any way be altered by the terms and conditions of this Agreement, lunch breaks will be staggered from between approximately 11:00 a.m. through approximately 2:00 p.m., exclusive of kindergarten, which may be staggered between 11:00 a.m. and 2:00 p.m., such that all members will not be assigned to their lunch breaks together as had been the practice prior to the parties' September 11, 1995 agreement.

6. Notwithstanding anything herein to the contrary, the agreements set forth herein shall in no event be construed as or constitute:

- (a) the relinquishment of any rights of or by either party; or
- (b) negotiating the issue or acknowledging that the dispute constitutes a negotiable issue; or
- (c) a precedent or any conduct which might constitute, be construed as or be relied upon by either party as constituting a precedent.

7. That in the event that there is any future need or proposal for further reductions in "unassigned time" by the DISTRICT:

- (a) the parties shall have the right to return to their "1994-1995" positions relative to this issue.
- (b) Notwithstanding any future dispute occasioned by any future need or proposal for further reductions in "unassigned time" by the DISTRICT, and the resulting right of

4/30/2

the parties to return to their "1994-1995" positions relative to this issue, it is expressly and specifically agreed by and between the parties that the terms, provisions and conditions of this Agreement shall not be challenged, altered or disturbed with reference to the assertion of any claim for retroactive additional compensation.

8. It is specifically and expressly agreed by the parties that this Agreement shall be strictly construed and strictly limited to the resolution of the issues described herein and shall in no manner or event be construed as a modification or amendment to the existing collective bargaining agreement.

9. It is further specifically and expressly agreed by the parties that this Agreement sets forth all of their agreements regarding the potential and actual impact of the implementation of the DISTRICT'S decision to implement a six-day cycle, that there are no other agreements regarding this issue, oral or otherwise, and that the DISTRICT has fully satisfied its duty, if any, to negotiate with the ASSOCIATION regarding the decision and the impact thereof.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, the dates set forth below.

Dated: 4/30/12

UNION FREE SCHOOL DISTRICT NUMBER 24

By: 

Dated: _____

VALLEY STREAM TEACHERS' ASSOCIATION

By: 

**Side Letter to the Agreement
between
Valley Stream Teachers' Association
and
The Board of Education of
Valley Stream Union Free School District 13**

Whereas, the Valley Stream Union Free School District 13 ("District") and the Valley Stream Teachers' Association ("VSTA") understand and agree that the District has and may continue to have need to hire a Teacher who is a member of the VSTA to serve as a Coach for a Teacher in Need of Improvement, hereinafter referred to as an "APPR Implementation Coach"; and

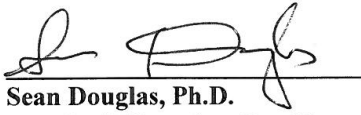
Whereas, the District and the VSTA agree that an APPR Implementation Coach is not the same as a Teacher Mentor as provided in the 2010-2014 collective bargaining agreement between the parties; and

Whereas, the parties agree that while the 2010-2014 collective bargaining agreement provides, in Section 5.6, to "pay a teacher for extra or special services," that agreement does not contain a provision for an APPR Implementation Coach and the parties further agree that the term "extra-curricular activity," as used in Section 5.6, does not include the work of an APPR Implementation Coach;

Be it therefore resolved as follows:

1. The Board may, upon the recommendation of the Superintendent of Schools, accompanied by the reasons therefor, pay a teacher to serve as an APPR Implementation Coach. Such money shall be deemed earned only as and to the extent that said services have been performed. Such services shall be in the sole discretion of the Superintendent and may terminate at any time.
2. A Teacher appointed as APPR Implementation Coach shall provide such services as are customary for a Coach and shall include working with a Teacher or Teachers in Need of Improvement on the implementation of that teacher's TIP Plan.
3. An APPR Implementation Coach shall be assigned to work with a Teacher in Need of Improvement for a specified number of hours per month. It shall be the responsibility of the APPR Implementation Coach, after consultation with the Teacher in Need of Improvement, to submit a monthly schedule of coaching sessions to the building principal for approval no later than the twentieth day of each preceding month, with allowances made for the first month of coaching services. Coaching services shall be provided before or after the school day, or during the Coach's preparation period. At the end of each month, the Coach shall submit to the principal for the principal's approval a payment form signed by both the teacher in need and the Coach.

4. For each 60 minutes of coaching services provided, the APPR Implementation Coach shall be compensated Fifty One (\$51.79) Dollars and 79 cents.
5. The position of APPR Implementation Coach shall be posted in the Valley Stream 13 District. Nothing herein shall be understood to mandate assignment as an APPR Implementation Coach for any VSTA member. Additionally, the District shall, in its sole discretion, determine the number of APPR Implementation Coaches needed and their assignments.
6. This Side Letter shall not be considered a precedent or past practice and may not be relied upon or referred to by the unit or its members or agents in any matter other than an action to enforce the terms of this Side Letter.
7. This Side Letter sets forth all of the parties' agreements regarding the establishment and assignment of an APPR Implementation Coach. There are no other agreements regarding this issue, oral or otherwise. The Agreement, including this Side Letter, may only be modified by a written agreement duly executed by the parties.
8. This Side Letter is subject to the ratification of the Board of Education.



Sean Douglas, Ph.D.
Board of Education, President



Patrick Naglieri
VSTA President

AGREEMENT made this 20th day of June 2005 by and between the UNION FREE SCHOOL DISTRICT NUMBER 13, VALLEY STREAM, NEW YORK ("the DISTRICT") and the VALLEY STREAM TEACHERS ASSOCIATION, LOCAL 1633, NYSUT/AFT ("the ASSOCIATION").

WITNESSETH:

WHEREAS, the parties have, on the 20th day of June 2005 entered into a collective bargaining agreement for the period July 1, 2004 through June 30, 2007; and

WHEREAS, the DISTRICT has announced its intention to implement a reorganization of the school schedule effective with the 2005-2006 school year that may result in changes in unit members' "unassigned time"; and

WHEREAS, the current collective bargaining agreement, at sections 5.24.4.2 and 5.24.4.3 refers to "unassigned time" with reference to "Emergency Teaching Assignments"; and

WHEREAS, the proposed modification of professional teaching staff ("staff") "unassigned time" by this Agreement does not constitute "Emergency Teaching Assignments"; and

WHEREAS, it is the position of the ASSOCIATION that any change in "unassigned time" (other than that constituting "Emergency Teaching Assignments") from the level(s) that it was scheduled during the 2004-2005 school year and as is set forth in the parties' April 30, 2002 agreement must be subject to negotiation; and

WHEREAS, it is the position of the DISTRICT that, notwithstanding the reasons for the proposed reorganization of the school schedule, it is not a negotiable issue and is not limited by the contract or the parties' April 30, 2002 agreement, but rather is within the DISTRICT'S (and, specifically, the Superintendent of Schools') authority and discretion in reorganizing any part of the school schedule (including, but not limited to, a change in "unassigned time") based upon the provisions of contract Section 5.24.7 and the inherent powers and responsibilities of the DISTRICT and its Superintendent of Schools; and

WHEREAS, the parties have engaged in certain informal discussions regarding the resolution of this issue and related changes that may be occasioned by reorganization of the school schedule; and

WHEREAS, as a result thereof, an agreement has been reached by and between the parties relative to the 2005-2006 school year; and

WHEREAS, both the DISTRICT and the ASSOCIATION are desirous of resolving the foregoing issue on the terms, provisions and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises contained herein, it is hereby agreed by and between the parties as follows:

1. That the preambles (i.e., the "WHEREAS" paragraphs) are specifically incorporated herein by reference.
2. That the parties' current practices regarding the definition of "unassigned time" shall not in any way be altered by this Agreement, except as specifically set forth in this Agreement.
3. The length of the instructional day (six hours and twenty-five minutes) and the length of the contractual staff work day (six hours and forty-five minutes) shall remain unchanged. Staff will continue to arrive at least 10 minutes before the start of the instructional day and may leave not less than 10 minutes after the instructional day ends.
4. The implementation of block scheduling will result in all staff receiving 50 minutes of unassigned time each day. For classroom teachers in grades 2-6, this 50 minute block of unassigned time shall be when the respective teachers' class is scheduled for a special. For classroom teachers in grades Kindergarten-1, this 50 minute block of unassigned time shall also be when the respective teachers' class is scheduled for a special. When the class is scheduled for a library special, additional unassigned time will be provided in order to reach a total of 50 minutes for that day.
5. That duty periods will continue to be assigned on a rotational basis to ensure student safety at arrival and dismissal; and that the DISTRICT will continue to consider using non-certified personnel (e.g., classroom and building aides), as often as possible at arrival and dismissal times.
6. This Agreement shall be effective for the 2005-2006 school year. The parties shall meet prior to April 15, 2006, and each subsequent April 15, to discuss whether the agreement should be continued or amended for the following school year. If amended, the parties' amended agreement shall be reduced to writing and subject to ratification by the Board of Education.
7. It is further specifically and expressly agreed by the parties that this Agreement sets forth all of their agreements regarding the potential and actual implementation of the DISTRICT'S decision to reorganize the school schedule, that there are no other agreements regarding this issue, oral or otherwise, and that the DISTRICT has fully satisfied its duty, if any to negotiate with the ASSOCIATION regarding the decision and impact thereof.

JUN. 20. 2005 2:15PM

NO. 4958 P. 4

8. Paragraphs #2 through #5 of this agreement are subject to the grievance procedure set forth in the collective bargaining agreement. Paragraph #6 is not subject to the grievance procedure except for the parties' obligation to meet prior to April 15, ~~2005~~.

*LD - Discussion
w/ R.H. and
C.H.
6/20/05
4:15 PM*

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, the dates set forth below.

Dated: 6/20/05

UNION FREE SCHOOL DISTRICT NUMBER 13

By: *Stephen B. Lison*

Dated: _____

VALLEY STREAM TEACHERS' ASSOCIATION

By: *Carol A. Jankins*

By: *David J. Herman*

BY: *Patricia Mayhew*

4/30/2

AGREEMENT made this 30th day of April 2002 by and between the UNION FREE SCHOOL DISTRICT NUMBER 13, VALLEY STREAM, NEW YORK ("the DISTRICT") and the VALLEY STREAM TEACHERS ASSOCIATION, LOCAL 1633, NYSUT/AFT ("the ASSOCIATION").

WITNESSETH:

WHEREAS, the parties have, on the 30th day of April 2002 entered into a collective bargaining agreement for the period July 1, 2001 through June 30, 2004; and

WHEREAS, the DISTRICT has announced its intention to implement a reorganization of the school schedule effective with the 2003-2004 school year that will result in changes in unit members' "unassigned time" as well as having other impact at this time both known and unknown on unit members' terms and conditions of employment; and

WHEREAS, the current collective bargaining agreement, at sections 5.24.4.2 and 5.24.4.3 refers to "unassigned time" with reference to "Emergency Teaching Assignments"; and

WHEREAS, the proposed modification of professional teaching staff ("staff") "unassigned time" by this Agreement does not constitute "Emergency Teaching Assignments"; and

WHEREAS, it is the position of the ASSOCIATION that any change in "unassigned time" (other than that constituting "Emergency Teaching Assignments") from the level(s) that it was scheduled during the 2002-2003 school year must be subject to negotiation; and

WHEREAS, it is the position of the DISTRICT that, notwithstanding the reasons for the proposed reorganization of the school schedule, it is not a negotiable issue and is not limited by the contract, but, rather, is within the DISTRICT'S (and, specifically, the Superintendent of Schools') authority and discretion in reorganizing any part of the school schedule (including, but not limited to a change in "unassigned time") based upon the provisions of contract Section 5.24.6 and the inherent powers and responsibilities of the DISTRICT and its Superintendent of Schools; and

WHEREAS, the parties have engaged in certain informal discussions regarding the resolution of this issue and related changes that may be occasioned by proposed reorganization of the school schedule; and

WHEREAS, as a result thereof, an agreement has been reached by and between the parties relative to the 2003-2004 and succeeding school years; and

4/30/2

WHEREAS, both the DISTRICT and the ASSOCIATION are desirous of resolving the foregoing issue on the terms, provisions and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises contained herein, it is hereby agreed by and between the parties as follows:

1. That the preambles (i.e., the "WHEREAS" paragraphs) are specifically incorporated herein by reference.
2. That the parties' current practices regarding the definition of "unassigned time" shall not in any way be altered by this Agreement, except as specifically set forth in this Agreement.
3. There shall be a 25 minute increase in the length of the instructional day.
4. That the unassigned time during the instructional day shall be increased by five minutes on days when unassigned periods are scheduled, to a total of 25 minutes per week.
5. That there shall be an adjustment in the time when the staff are required to arrive and permitted to leave the building(s) to which they are assigned, so that they shall arrive at least 10 minutes before the start of the instructional day and may leave not less than 10 minutes after the instructional day ends.
6. That there shall be a reduction in the contractual staff work day from seven hours to six hours and forty-five minutes.
7. That duty periods will continue to be assigned on a rotational basis to ensure student safety at arrival and dismissal; and that the DISTRICT will continue to consider using non-certified personnel (e.g., classroom and building aides), as often as possible at arrival and dismissal times.
8. That staff shall continue to attend faculty and grade level meetings as per the current collective bargaining agreement and current practices.
9. It is further specifically and expressly agreed by the parties that this Agreement sets forth all of their agreements regarding the potential and actual implementation of the DISTRICT'S decision to reorganize the school schedule, that there are no other agreements regarding this issue, oral or otherwise, and that the DISTRICT has fully satisfied its duty, if any to negotiate with the ASSOCIATION regarding the decision and impact thereof.

4/30/2

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals, the dates set forth below.

Dated: 4/30/2

UNION FREE SCHOOL DISTRICT NUMBER 13

By: *Ruford Tolson*

Dated: 5/2/62

VALLEY STREAM TEACHERS' ASSOCIATION

By: *Rick Horner*

Index

	Page
Academic Freedom	2
Administration, Board Rights	1
Advanced Study	4
Assignments	
Classrooms	9
Emergency	9
General	9
Non-teaching	11
Parents night, additional	10
Preparation period	9
Professional period (HS)	10
Schedules, notice of	11
Science	11
Specialists (HS)	11
Vocational	11
Association Rights	11
Calendar	3
Committee Service	3
Conferences, attendance at	3,11
Deductions, dues, others	2
Department heads, et al	1
Educational Consultation	1
Estate, teacher's	5
Evaluation, teacher's	8,9,20
Excessed teacher rights	11
Extra Pay for Extra Service	
Appointment	4
Acceptance	4
Athletic directors	25-42
Chaperoning (HS)	51, 56
Chaperoning (Elem)	51, 56

Chief media specialists	51
Clubs, criteria (HS).....	51-55
Clubs, criteria (Elem).....	51-55
CWE Coordinators	52
Elementary program.....	55
Emergency appointment	9
Field trips (HS)	56
Field trips (Elem)	52,56
Guidance counselors	51
Music groups.....	11, 55, 56
SAT's	52
Social advisor.....	49
Special assignments	50
Tutoring, home (HS).....	52,56
Tutoring, home (Elem)	52,56
Files, teacher's	9
Grievance Procedures	
Arbitration, advisory	16
Basic principles	14
Board stage.....	16
Definitions	14
Disability delay	16
District stage	15
Local stage.....	15
Waiver to appeal	14
In-Service credit	
Authorship	12
Cooperating teacher.....	12
Organized classes.....	12
Study groups	12
Insurance	
Dental.....	8
Health.....	7,8

Declination of	7
IRS Code 125 (health, dependent care, etc)	8
Personal property	8
Vehicle (vandalism)	8
Jury duty	5
Leaves	
Child care	7
Doctor's certificate, absence	5
Extended sickness	5
General - with/without pay	7
Health	6
Personal business	5
Personal illness	5
Retirement - hired prior 9/2/88	5
Retirement - hired after 9/2/88	6
Returning from	7
Legal limitations, contract	17
Lunch period	3
Meetings	
Association	3
Limitations	3
Faculty	3,4,10
National Board Certification	3
Negotiation procedure	
Committees	16
Duration	16
Impasse	17
Mediation	17
Meetings	16
Requests	17
Summary statements	17
Time limitations	16
Orientation workshop	3

Part-time teachers	
Elementary.....	58
Secondary.....	57
Probation.....	3
Promotional vacancies	9
RCT Grading (VSCHSD).....	4
Recognition provisions	1
Responsibilities, professional	3
Salary Advanced study 4	
Increments	2
Payments, method	2
Prior service	2
Schedule I (July 1, 2019-June 30, 2020).....	19
Schedule II(July 1, 2020-June 30, 2021).....	21
Schedule III (July 1, 2021-June 30, 2022).....	23
Termination of	2
School day, length of.....	3
School year	
Length of	3
Preparation, calendar	3
Severance	
Calculation	12
Defined.....	12
Return of	12
Signature page	18
Special assignments	50
Tenure notification.....	3
Termination of services	2
Transfers/Reassignments	
Involuntary	9
Length of service.....	9
Voluntary	9
Welfare Fund, VSTA	8
Worker's Compensation	
Benefits, exchange of.....	2
Leave days, restoration.....	7
Work stoppage	17