

CONTRACT AGREEMENT

between the

**CENTRAL ISLIP
BOARD OF EDUCATION**

and the

**CENTRAL ISLIP
TEACHERS ASSOCIATION**

July 1, 2017 to June 30, 2027

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In order to effectuate the provisions of Chapter 392 of the laws of 1967 (The Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Board of Education, Central Islip Union Free School District, Town of Islip, Central Islip, New York (hereinafter referred to as the "Board") and its professional employees represented by the Central Islip Teachers Association (hereinafter referred to as the "Association"), and to enable the professional employees to negotiate with the Board relative to the policies and operations of the schools in the District affecting teachers and limited to teachers, and since the educational welfare of the children attending the Central Islip Schools is of common interest to both the Board of Education and the Central Islip Teachers Association;

This agreement is made and entered into on this 19th day of April 2017 and between the Board and the Association.

ARTICLE I

-RECOGNITION-

A.1. The Board hereby recognizes the Association as the exclusive negotiating and bargaining representative for the professional staff consisting of all members of the teaching staff and coaches on tenure, probation or interim appointment, except Principals, Vice Principals, Assistant Principals, Directors, Instructional Coordinators, Psychologists, and members of Central Administration.

A.2. This recognition shall extend through the period of this agreement and written renewal thereof, unless another employee organization is recognized as the exclusive negotiating and bargaining representative in accordance with the Public Employees' Fair Employment Act.

B. Unless otherwise indicated, employees in the above units will hereinafter be referred to as "teachers", and references to male teachers will include female teachers, unless otherwise specified.

C. If a new position is created during the life of this contract, the inclusion of said position will be determined by mutual agreement of the parties.

D.1. The Central Islip Board of Education does hereby agree that no later than fifteen days after the effective date of this agreement or fifteen days after the effective date of employment, whichever is later, each employee will pay to the collective bargaining agent each month a service charge toward the administration of this agreement and the representation of such employee; provided, however, that each employee will have available to him/her membership in the Central Islip Teachers Association on the same terms and conditions as are available to every other member of the Union. The service charge shall be an amount equal to the collective bargaining agent's regular and usual initiation fee, if any, and monthly dues for each month thereafter in an amount equal to the regular and usual monthly dues. The Board of Education shall deduct such fee in the same manner the membership dues are deducted.

D.2. The Central Islip Teachers Association shall supply the Board with a list of names of non-members at least fifteen (15) days prior to the deduction of any Agency Fee.

D.3. Any person making service fee payments to the Union in lieu of dues under agency shop provisions in the Union's Collective Bargaining Agreement, shall have the right to object to the expenditure of his/her portion of any part of an agency shop fee deduction which represents the employee's pro-rata share, if any, of expenditures by the organization in aid of activities or cause of a political or ideological nature only incidentally related to the terms and conditions of employment. Such objections shall be made, if at all, by the objector individually notifying the Union President and Treasurer of his/her objection by registered or certified mail, during the period between September 1-15 of each year.

E. Appeals

E.1. If the objector is not satisfied with the decision of the President or the Treasurer an appeal may be taken by such person to the Union Executive Board within thirty (30) days following such decision (receipt of such rebate or receipt of notice of such allocation). If the objector remains dissatisfied, he/she may file an appeal there from to the local's governing body by lodging the appeal with the President of the Union within thirty (30) days following receipt of the Executive Board decision which appeal shall be heard at the next regular meeting of the governing body. The governing body shall render a decision within thirty (30) days after hearing the appeal.

E.2. If he/she is dissatisfied with the governing body's action the objection may be submitted to the American Arbitration Association for final and binding resolution. The arbitration shall be conducted according to the labor arbitration rules of the American Arbitration Association. Costs for the arbitration shall be borne equally by the Union and the individual filing the appeal.

ARTICLE II

-NEGOTIATION PROCEDURE-

A.1. On or about January 15th, and no later than January 30th of the last year of the term of this agreement, the parties agree to enter into collective negotiations in accordance with the procedures set forth herein in good faith to reach agreement on all matters raised by either party concerning the terms and conditions of teacher's employment. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Superintendent and the Association.

A.2. During negotiations the Board and the Association will present relevant data, exchange points of view and make proposals and counter-proposals. Both parties will also make available for inspection all pertinent and relevant data and information of the Central Islip School System provided such data is not of a confidential nature. All relevant data will be provided within twenty (20) school days of such request. Either party may, if so desired, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations. This privilege shall not be abused and in the event any outside consultant is invited both parties shall be advised accordingly.

B. An impasse in negotiations shall occur if either party states in writing that an impasse exists or an impasse may be deemed to exist if the parties fail to achieve agreement on all topics under negotiation at least one hundred and twenty (120) days prior to the end of the fiscal year of the Board of Education. In that event, either party may submit the impasse to the Public Employment Relations Board.

C. Where the Board plans to adopt a change in policy affecting teachers' terms or conditions of employment, the Board will notify the Association to that effect in writing. Provided that the Association files a request with the Board within ten (10) days after receipt of said notice the Board will confer with the Association in accordance with Section 204(2) of Article 14 of the Civil Service Law.

D. Nothing in this agreement precludes the right of any individual teacher to present his views to the Board. When a teacher plans to present his views to the Board concerning terms and conditions of employment the Association will be notified of such a meeting and shall be granted the right to have a

representative present. The Board further agrees that no change in policy or enactment of new policy affecting terms and conditions of teachers' employment will take place as a result of these meetings without first negotiating with the Association.

E. The Board agrees to notify the Association concerning the development and implementations of programs which may affect terms and conditions of employment for which funds may be available from the state or federal governments to give the Association an opportunity to express its views.

F. While no final agreement may be executed without ratification by the Board and the Association, the parties represent that their negotiation representatives will be given delegated power and authority to make proposals and concessions in the course of negotiations.

ARTICLE III

-TEACHER ASSOCIATION AND BOARD RIGHTS-

A.1. The Building Principal will meet with the Association Building Committee at least once a month at the request of either party after school hours, except in the case of an emergency as deemed by the Building Principal and the Building Association Representative as necessary, to discuss school operations and questions relating to the implementation of this agreement. Proposed changes in existing policies or new school regulations or procedures shall be considered appropriate subjects for discussion, it being understood that such school regulations and procedures will be consistent with the terms of this Agreement.

A.2. Agendas for these monthly meetings will be exchanged between the Association Building Committee and the Building Principal twenty-four (24) hours before such meeting, except in the case of an emergency.

B.1. Teachers will have the right to have their membership dues deducted from their paychecks for the Central Islip Teachers Association, and affiliates and transmitted directly to the Central Islip Teachers Association as authorized by the teachers.

B.2. Teachers will have the right to have deducted from their pay check monies for the purchase of savings bonds, credit union shares and deposit, tax-sheltered annuities, direct bank deposits, insurance premiums, flexible benefits plan deductions, Vote/Cope, CITA-PAC, and any other deductions agreed to by the Board and the Association. All monies deducted from a teacher's paycheck will be immediately forwarded to designated financial agencies each pay period. Requests to change the bi-weekly deduction can be made once a month, but at least two weeks prior to the date of the transfer.

C.1. The Superintendent or his representative and representatives of the Association will meet regularly on at least a monthly basis after school hours, except in the case of an emergency as mutually deemed necessary by the Superintendent or his representative and the Association representative, to discuss the proposed budget recommendations and suggestions for matters relating to this agreement and other matters of mutual concern.

C.2. The Superintendent and the representative of the Association shall exchange agendas twenty-four (24) hours before such meetings except in case of emergencies. The Superintendent shall receive copies of the agendas of the monthly Building Principal and Association representative meeting twenty-four (24) hours in advance of such meetings.

D. The President of the Association or his representative shall be allowed to visit schools for purposes relating to Association business providing it does not interfere with his normal teaching duties and with the permission of the building principal involved. Permission shall not be unreasonably withheld.

E. Whenever representatives of the Association are mutually scheduled by the parties to participate during working hours in conferences, meetings or in negotiations they will suffer no loss of pay.

F. The Association shall receive an agenda of all School Board meetings as early as possible. In addition, the Association will have access to minutes of School Board meetings after they have been officially approved.

G. The Association, as the exclusive representative of the teachers, upon request will be given an early place on the agenda of all regular meetings of the School Board and may discuss a subject provided it has been submitted three (3) school days in advance of the meeting.

H. The Association will be given an opportunity at Building Faculty meetings to present brief reports and announcements.

I. The Association will be given a place on the agenda of the Orientation Program for teachers.

J. All teachers will be entitled to attend free of charge all school activities including home athletic events, excepting the junior and senior proms and scholarship activities.

K. Custodians, matrons, and similar supportive personnel will not interfere with the performance of the teachers' duties, except in emergency situations.

L. The Association may make application for the use of school buildings, facilities and equipment, provided that such use shall not interfere with the regular school program. Upon request the authorized representatives of the

Association, and their representative affiliates will be permitted to transact official organization business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

M. The Association will have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which will be provided in each school building for the Association. The Association has the right to use the regular inter-school mail service and teacher mail boxes for communications to teachers. It is to be understood that Association business should not be placed on school stationery or mailed through the inter-school mail in official school envelopes. Announcements of meetings may be listed in school activity bulletins and the public address system may be used for announcing the date, time and place of the meetings.

N. The Board and the Association recognize the importance of continuous use of adequate teaching reference material in maintaining a high level of professional performance. The Board will maintain a central teacher reference library in the system and include therein all texts approved by Central Administration which are requested by the teachers and which are within the budgetary appropriation.

O. The Board recognizes that appropriate texts, library reference facilities, maps and globes, laboratory equipment, audio-visual equipment, art supplies, athletic equipment, current periodicals, standard tests and questionnaires and similar supplies and equipment are the tools of the teaching profession. The parties will confer from time to time for the purpose of improving the selection and use of such educational tools, and within budgetary limitations the Board will attempt to implement all recommendations made by its representatives and the Association.

P. If proposed teacher budgets require adjustment, principals will consult with teachers on those items to be adjusted. Amounts of adjustment remain the sole responsibility of the Board of Education. Up to \$400 in supplies, (excluding textbooks, workbooks and worktexts) shall be at the sole discretion of the teacher.

Beginning with the 2018-2019 school year a minimum of \$200 in supplies, (excluding textbooks, workbooks and worktexts) shall be at the sole discretion of the teacher

Q. If a teacher is reprimanded, warned or disciplined by his supervisor for any infraction of rules or delinquency in professional performance, such teacher will have the right to discuss the matter further with the supervisor and the representative of the Association present, within five (5) school days after the event.

R.1. The determination and the assignment of academic marks are primarily the professional responsibility of the teacher. Such marks will not be changed without the knowledge of the teacher nor without consultation with the teacher if the teacher is available. A written statement as to the reason for the change will become part of the student's cumulative folder and a copy of said statement will be made available to the teacher concerned.

R.2. Report card committees, formed in accordance with Article XXXI Section A shall meet and develop student report cards that reflect the NYS Standards. Implementation for Pre K-K report cards is planned for the year 2001-2002. Implementation for 1-6 report cards is planned for the year 2002-2003.

S. The Central Islip Teachers Association building committee and building principal will mutually develop equitable teaching assignments as a recommendation only, the final decision to be made by the Superintendent or his representative.

T. The CITA President will be accorded release time as specified in Stipulated Agreement - Teaching Assignment and Responsibilities for the office of President of CITA dated July 2012.

ARTICLE IV -GRIEVANCE PROCEDURE-

A. DEFINITIONS

A grievance is a claim based upon the interpretation, meaning or application or a claimed violation of any of the provisions of this Agreement or any subsequent agreement entered into pursuant to this Agreement.

B. PURPOSE

Nothing herein contained will be construed as limiting the right of any teacher covered by this Agreement having a grievance to discuss the matter with the appropriate member of the Administration and having the grievance adjusted without the intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

C. PROCEDURE

Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process.

In the event a grievance, as defined herein, is filed at such time that it cannot be processed through all the steps in this grievance procedure by the following school year and if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

C.1.(a) Level One. A teacher with a grievance, as defined herein, or the Association acting on the teacher's behalf, identified as the grievant, will first discuss it with his immediate supervisor either individually or if he wishes with the presence of the Association's Building Representative, with the objective of settling the grievance. If the grievance is not settled at this level then the teacher will discuss the grievance with his principal either individually or with the Association's Building Representative at a time that does not interfere with school operations.

C.1.(b) An individual grievance on Level One will be a written grievance in order to insure no misinterpretation of the grievance.

C.2.(a) Level Two. If the grievant is not satisfied with the disposition of his grievance at Level one, or if no decision has been rendered within ten (10) school days after presentation of the grievance, he may either individually file the grievance in writing with the Superintendent of the District or if he wishes with the Association within five (5) school days after the decision at Level One, or fifteen (15) school days after the grievance was presented, whichever is sooner. Within five (5) school days after receiving the written grievance, the Association will refer it to the Superintendent of the District.

C.2.(b) Within ten (10) school days after receipt of the written grievance by the Superintendent, the Superintendent or the Assistant Superintendent will meet with the grievant or with the Association and the grievant, if his presence is requested by either party, in an effort to settle it.

The Superintendent will hear a minimum of eight (8) grievances at Level Two in each year of the contract. Of the Level Two grievances heard by the Superintendent, five (5) will be designated by the President of the Central Islip Teachers Association, and three (3) or more will be designated by the Superintendent of Schools. All other grievances at level II will be heard by the Assistant Superintendent.

C.2.(c) If a grievant does not file a grievance as above provided within thirty (30) school days after the grievant knew or should have known of the act or condition on which the grievance is based, then the grievance will be considered as waived.

C.3. Level Three. If the grievant is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within ten (10) school days after he or the Association respectively first met with the Superintendent, or the Assistant Superintendent, the grievance may be appealed to the Board within five (5) school days after a decision by the Superintendent, or fifteen (15) school days after the first meeting with the Superintendent, whichever is sooner. Within ten (10) school days after receiving the written grievance, the Board will meet with the grievant or the Association, with the presence of the grievant, if his presence is requested by either party, for the purpose of settling the grievance. If the teacher has processed the grievance individually without the Association then the decision of the Board shall be final and binding on him.

C.4.(a) Level Four. If the Association is not satisfied with the disposition of the grievance at Level Three, or if no decision has been rendered within Ten (10) school days after the first meeting with the Board, the Association

within five (5) school days after a decision by the Board or fifteen (15) school days after the first meeting with the Board, whichever is sooner, may request in writing to the Board that the grievance be submitted to arbitration.

C.4.(b) Within ten (10) school days after such written request for arbitration, the Board and the Association will notify the other party in writing of its designated representative on the Arbitration Board and within five (5) school days thereafter the parties will endeavor to agree upon a third arbitrator who will serve as Chairman of the Arbitration Board. If the parties fail or are unable to agree upon a Chairman of the Arbitration Board either party may request a list of arbitrators from the American Arbitration Association from which to select a Chairman of the arbitration board. The parties will be bound by the rules of the American Arbitration Association.

C.4.(c) The arbitrators so selected will confer with representatives of the Board and the Association and will hold hearings promptly. The Arbitration Board will issue its decision not later than thirty (30) days from the date of the closing of the hearings. The Arbitration Board's decision shall be final and binding. The decision will be in writing and will set forth the Board's finding of fact, reasoning and conclusions and will be limited to determining the case on the facts of the grievance as presented in the record before The Arbitration Board. The Arbitration Board will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

C.4.(d) The costs for the services of the chairman of the Arbitration Panel and the fees charged by the American Arbitration Association shall be borne by the party whose position is not sustained. Each party, however, shall bear the expenses of its representatives, witnesses and counsel.

D. RIGHTS OF TEACHERS TO REPRESENTATION

Any member of the bargaining unit may be represented at all stages of the grievance procedure by a person of his own choosing except that he may not be represented by a representative, officer or a member of any local teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

E. MISCELLANEOUS

E.1. If a grievance, as defined herein, affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance will be commenced at Level Two. The Association may process such grievance through all levels of the grievance procedure including arbitration as herein provided for.

E.2. Decisions rendered at Levels Two and Three of the grievance procedure will be in writing and will be transmitted to the grievant and to the Association.

E.3. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants. Furthermore, any documents, communications and records dealing with the processing of a grievance will be kept in the strictest confidence and will not be made available to potential employers or others inquiring about said teachers unless requested to do otherwise in writing by the teacher in question.

E.4. The denial of tenure or dismissal of a nontenure teacher will not be subject to the Arbitration provisions of this Agreement.

ARTICLE V
-TEACHER -ADMINISTRATION LIAISON-

The representative shall have the right to schedule Association meetings before or after school upon making application.

ARTICLE VI

-SALARIES-

A. The salary schedule for the period July 1, 2017 to June 30, 2025 shall be set forth in Appendix A-1. The salary schedule for the period July 1, 2025 to June 30, 2026 shall be set forth in Appendix A-2. The salary schedule for the period July 1, 2026 to June 30, 2027 shall be set forth in Appendix A-3.

B. Full salary credit will be given for all accredited college and university courses as approved by the Superintendent along the horizontal salary scale. For the credit differential along the horizontal scale from Bachelor to the Doctorate degree nine (9) of the fifteen (15) hours may be of in-service credits the remaining six (6) must be graduate level. Undergraduate courses may be approved by the Superintendent if justified as appropriate professional development. Beginning in the year 2002-2003, the existing DR column will be designated MA 75 and a MA 90/DR column will be added. Exclusive of a held Doctorate, accrual of credits to determine eligibility for MA 75 and MA 90 may begin July 1, 2001. Beginning in the year 2002-2003, a fourth bonus will be added, and will be granted according to existing school board policy. Of the six (6) credits required for a bonus, only three (3) may be of in-service credits. Accrual of credits for the fourth bonus may begin July 1, 2001. In-service credit will be awarded at the rate of one credit for 10 hours of course work, two credits for 20 hours, three credits for 30 hours, 4 credits for 40 hours, etc. Beginning with the 2017-2018 school year no teachers may move to the BA15 or BA 30 scales in Appendix A. Beginning in the 2017-2018 school year teachers on a Bachelors Degree scale (BA, BA15, BA30) in Appendix A may not submit credits for salary increase except in the instance of a teacher moving to the MA scale Beginning with the 2017-2018 school year only tenured teachers may submit credits for salary increase.

C. In the year 2001-2002, the dollar amount of each bonus step will be \$1175 as per Board Policy. Beginning July 1, 2002, the dollar amount of each bonus step shall increase at the commensurate rates, specified in Section F.1 of this article, as of July 1 of each year.

D. After 24 completed years teaching in Central Islip Public Schools an additional longevity payment of \$2750 will be made in each school year. After 29 completed years teaching in Central Islip Public Schools an

additional longevity payment of \$2750 will be made in each school year. Beginning July 1, 2002, the dollar amount of each longevity payment shall increase at the commensurate rates, specified in Section F.1 of this article, as of July 1 of each year. Beginning in the school year 2002-2003, after 34 completed years teaching in Central Islip Public Schools an additional longevity payment will be made in each school year.

E. The district will offer to teachers a 21, 24, or 26 payment plan.

F.1.a In the 2017-2018 school year all teachers will receive their Step increase beginning with the first payroll date in February. This shall not apply to teachers with an irrevocable letter of intent to retire currently on file with the district.

F.1.b In the 2018-2019 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2018. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary.

F.1.c In the 2019-2020 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2019. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary. Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1.0% of the average salary.

F.1.d In the 2020-2021 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2020. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary.

Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1% of the average salary.

F.1.e In the 2021-2022 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2021. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary. Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1.0 % of the average salary.

F.1.f In the 2022-2023 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2022. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary. Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1.0% of the average salary.

F.1.g In the 2023-2024 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2023. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary. Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1.0% of the average salary.

F.1.h In the 2024-2025 school year: All teachers will receive a Step increase on a date to be determined no later than March 1, 2024. Such Step increase to the average teacher salary to be equal to a minimum of 90% of the NY

State Tax cap (rate of inflation) based upon a full Step value of \$3712. Should this calculation lead to a salary increase in excess of the amount due to a full step increase the base salary will be raised to reflect the correct salary due. Minimum increase to be 1.0% of the average salary. Any teacher not eligible for a step increase will receive a stipend equal to an increase of 90% of the NY State Tax cap (rate of inflation) to the average teacher salary. Minimum stipend to be 1.0% of the average salary.

F.1.i In the school years 2017-2018 through 2024-2025 all money items outside of Appendix A that were previously tied to the percentage of base salary increase shall now increase each year, on July 1, at a rate equal to 90% of the NY State Tax Cap (rate of inflation). Minimum increase for each item to be the greater of one dollar (\$1) per unit time or 1.0%.

F.1.j In the school year 2025-2026: The base salary and all other money items will be increased by 2.0%. Such calculation to be identical to the calculations employed prior to the 2017-2018 school year.

F.1.k In the school year 2026-2027: The base salary and all other money items will be increased by 3.0%. Such calculation to be identical to the calculations employed prior to the 2017-2018 school year.

F.1.l In any school year should the NY State Tax Cap be removed the increase to the base salary as well as all other money items shall be 3.0%. Such calculation to be identical to the calculations employed prior to the 2017-2018 school year.

F.1.m Beginning July 1, 2007, all association members will be required to contribute to their health insurance premiums. For the school year beginning July 1, 2017 each member will contribute \$45 each pay period for 20 pay periods. For the school year beginning July 1, 2018 through the school year ending June 30, 2027 each member will contribute \$50 per pay period for 20 pay periods each school year. The district agrees to accept any pre-tax payment plan available providing such plan does not incur additional cost to the district.

F.1.n Retired teachers will pay an amount toward their health insurance package that is equal to the amount that they were paying the day before they retired.

F.2. The index structure will remain unchanged.

F.3. Additional salary step 29 will be added at the beginning of the 2017-2018 school year. Additional salary step 30 will be added at the beginning of the 2017-2018 school year.

F.4. In the 2005-2006 school year each member of the association shall have an amount equal to one (1) pay period deferred to separation. If a member submits an intent to retire on or before July 15 the deferred monies will be added to their base salary for the following school year. In any other event the monies will be remunerated at the time of separation. All deferred monies will be remunerated at the member's then current rate of pay. The deferred monies and the conditions of remuneration may not be impacted by future negotiations.

G. Beginning in the 2017-2018 school year teachers may, upon accruing three hundred fifty (350) sick days, request that five (5) be remunerated each year. Such remuneration will be at the teacher's current per diem rate for each day. Payment will be made into the teacher's 403b or 457 account as chosen by the teacher. Payment will be made in by July 15. Such request must be made to the district on or before April 15.

H. Beginning in the 2019-2020 school year the district will offer a retirement incentive that shall be equal to 33% of that teacher's Terminal Leave salary up to a maximum of \$50,000. Such payment shall be made no later than the date upon which the teacher receives their final Terminal Leave payment or one (1) year after retirement whichever is longer. To be eligible for this incentive the member must retire effective no later than the first July 1 that the member can retire from the NYSTRS without penalty.

I. Beginning with the 2017-2018 school year all teachers will have September 1 as their anniversary date. Such date to be permanently set with no regard to hiring date, leaves of absence, or any other factor which could previously have caused a change in anniversary dates. All future hires will also have a permanently set anniversary date of September 1.

ARTICLE VII
-TEACHING HOURS AND TEACHING LOAD-

A.1. All buildings will have the same length of work day, six (6) hours and thirty-nine (39) minutes and instructional segments of at least forty (40) minutes. In any given school each period of the day will be the same length. Scheduling will be in accordance with existing contractual provisions. The Alternative and P.M. Opportunity School work day will be in accordance with the existing negotiated terms and conditions and Article XXXI Section A.

A.2. Beginning in the year 2001-2002, the teacher shall be at his assigned duty at the bell commencing the school day and the work day will end at the dismissal bell, except for teachers on bus duty.

A.3. Elementary teachers will be assigned bus duty only at dismissal, and such duty may not exceed fifteen (15) minutes. Secondary teachers will be assigned to bus duties in accordance with mutually agreed upon building practice.

A.4. All teachers will have one forty (40) minute full duty-free lunch period to be scheduled as close to the noon hour as possible.

B.1. The work year of teachers (other than new personnel who may be required to attend additional orientation sessions) shall begin no earlier than one (1) day prior to the first day that students are required to report at the opening of school and will end no later than the last student attendance day and shall in no event be longer than two (2) days more than the number of days of pupil attendance required by the District calendar except in the event of an emergency. Beginning in the year 2001-2002, one additional day will be added to the work year for the purpose of test scoring and/or professional development. Beginning in the year 2007-2008, one additional day will be added to the work year for the purpose of professional development. The "work year" as used in this section includes all days on which teacher attendance is required.

B.2. Any unused emergency days will be added to Easter Vacation so that the work year shall not exceed 182 days.

B.3. The school calendar for the following year will be submitted to the Association no later than thirty (30) calendar days prior to its adoption by the Board. The Association will upon its request be given an opportunity to meet and discuss with the Central Administration its views on the following year's school calendar. The school calendar will be appended to the contract only for informational purposes.

C.1. Teachers may be required to remain after the end of the regular work day, without additional compensation, for no more than one (1) hour on any particular day and no more than two (2) days each month, except for any problem dealing with school operations that could not have been reasonably anticipated. Such exception must be mutually agreed upon by Administration and the Building Representatives. At least three (3) school days prior notice will be given except in the case stated above. Professional development may not be presented at these meetings.

C.2. Teachers may be required to attend, without additional compensation, no more than two (2) evening meetings each school year. Such meetings shall be exclusively for Meet-the-Teacher and Parent-Teacher Conferences and may not last more than three (3) hours. Notice of said assignments or meetings must be made at least one (1) month prior to each meeting.

C.3. Attendance at all other assignments or meetings other than those referred to in C.1. and C.2. and other than those during the regular work day shall be at the option of the individual teachers.

D.1. Exclusive of adopted collaborative teaching models, elementary teachers will not be required to remain in the classroom while there is a specialist in the classroom. Such time shall be used as a preparation period or a professional period.

D.2. Secondary teachers will, in addition to their lunch period, have at least one (1) preparation period each day of at least forty (40) minutes during which they will not be assigned to any other duties.

D.3. Each elementary teacher will have, in addition to their duty free lunch period, a preparation period of at least forty (40) minutes each day. In exceptional cases where a daily preparation period cannot be scheduled for the teacher, there will be no diminution of the 200 minutes total prep time for that week.

D.4 Beginning with the 2017-2018 school year once initially established an individual teacher's Prep, Lunch, or Professional period may not be changed or moved at any time without mutual agreement of the Administration and the President of the CITA.

E.1. In the school year beginning July 1, 2005 the district may place up to 60% of the secondary teachers on a six (6) period teaching schedule. Such teachers will be relieved of all non-teaching duties and will receive a stipend of \$2250. In the school year beginning July 1, 2006 the district may place up to 60% of the secondary teachers on a six (6) period teaching schedule. Such teachers will be relieved of all non-teaching duties and will receive a stipend of \$2500. Beginning July 1, 2007 secondary teachers will not be assigned more than five (5) teaching periods each day.

Upon mutual agreement of the District and the CITA a principal may assign a teacher to an extra teaching period. Such agreement shall not be unreasonably withheld. The teacher will be relieved of all non-teaching duties and will receive a stipend equal to the lesser of: One-sixth of their contract salary or one-sixth of their contract salary on Step 14. Such stipend to be paid as regular salary in each pay period.

E.2. The Administration will make every effort to limit the number of teaching preparations so that a secondary teacher will not be required to teach more than two (2) subject areas nor more than three (3) teaching preparations within said areas at any one time.

E.3. Secondary teachers shall teach no more than three consecutive periods if scheduling permits.

E.4. Teachers will be notified with regard to the change of time in school hours. This information will be made available before the close of the current school year.

E.5. Beginning July 1, 2007, at the Secondary schools each teacher must schedule one (1) 30 minute extra help session each week. Such session may be scheduled prior to or after the school day at the teacher's discretion. Such schedule must be set at least one (1) week in advance.

F. Teacher participation in extra-curricular activities will be strictly voluntary and teachers will be compensated for all such participation in accordance with the provisions set forth in Article XXXII.

G.1. The Administration will make every effort to obtain substitute teachers as necessary. In the event that a regular teacher is required to supervise an extra class or part of an extra class because of the inability of the Administration to obtain a substitute such teacher will be compensated at the chaperone rate per hour for each period. In the event that a class is split among two or more teachers, the extra pay will be prorated among them. Beginning with the 2017-2018 school year emergency (unpaid) coverages are abolished.

Beginning in the 2017-2018 school year if no substitute teacher is available for a push-in teacher, pull-out teacher, or if more than one teacher is scheduled in a class simultaneously there will be no coverage assigned. However at least one certified teacher must be in a class at all times.

G.2. Teachers will be informed of a telephone number which they may call at least two (2) hours before (when possible) the normal work day begins to report their unavailability.

G.3. To increase the efficiency of obtaining substitute teachers, the Board will continue to provide an answering service.

H.1. Each Secondary Teacher will have a Professional Period each day. Each Elementary Teacher will have three (3) Professional Periods a week beginning September 1, 2001, four (4) Professional Periods a week beginning September 1, 2002, and beginning September 1, 2003 each Elementary Teacher will have a Professional Period each day.

H.2.(a) The Professional Period will consist of one uninterrupted period, equal in length to a regular forty (40) minute teaching period.

H.2.(b) The Professional Period may be used for the following activities by all teachers: Curriculum planning and exchange, meetings, staff development, committees, departmental work, conferencing with pupil personnel services, administration, teachers and parents.

Beginning with the 2017-2018 school year the district may encumber no more than two (2) professional periods in any week with five (5) school days. Only one (1) professional period may be encumbered in a week that has less than five (5) school days. At the end of the 2017-2018 school year both parties agree to meet to determine if this policy is viable moving forward.

H.2.(c) The Professional Period is designed to maximize a teacher's professional development and educational contribution. Three (3) school days prior notice shall be given for professional issues not initiated by the individual teacher. Such notice shall be given in writing, indicating the scope and purpose of the professional issues.

Beginning with the 2017-2018 school year, in the case of one-on-one meetings with an administrator one (1) full school day notice will suffice.

Notice of such will be identical to the accepted form for three (3) day notices. Such one (1) day notice will mandate that a representative be present for the teacher.

H.3. CITA members will not be contacted at home via telephone for any reason and in any manner by the district except for emergency school closures. The district may contact CITA members at home via telephone for other matters only upon mutual agreement of the Superintendent of Schools and the President of the CITA.

ARTICLE VIII

-CLASS SIZE-

A. Class size based on student-teacher ratio on a per building average including classroom teachers, physical education teachers, librarians, art teachers and all music teachers shall be as follows:

A.1. At Kg. level - 1 to 24

A.2. Grades 1 - 6 level - 1 to 28

B. These ratios shall not be applicable in the event of emergencies such as unforeseen influx of school children into the district or movement of children from one school to another due to plant catastrophes in which event the Superintendent and the Association will attempt to resolve the issue in the best interests of the students, the final determination to be made by the Superintendent.

C. These ratios shall not inhibit or prevent group instruction or experimental classes and multiple instruction techniques.

D. With the exception of collaborative teaching models and school wide programs adopted in accordance with the provisions in Article XXXI Section A, the District shall not schedule two (2) classes for two (2) teachers in any single room at any time.

ARTICLE IX -SPECIALISTS AND SPECIAL PROGRAMS-

The Board will provide the following number of qualified specialists in each of the following listed categories:

A.1. For the entire school system -

Nurse Teachers - Nurse-Teacher vacancies resulting from dismissals of tenured Nurse-Teachers or termination of services of probationary Nurse-Teachers will be filled only by Nurse-Teachers; that in regard to vacancies resulting from normal attrition such as retirements, deaths, promotions and resignations, the District dispose of the vacancies in its discretion by a) abolition of position b) filling by Nurse-Teacher or c) modification of position, as needed to meet the needs of the District, subject to the requirements of State Law.

Attendance Teachers -beginning July 1, 1994-Attendance teacher vacancies resulting from retirement, resignation or death, will be filled at the District's discretion by a) abolition of the position b) filling by attendance teacher or c) by modification of the position, as needed to meet the needs of the District, subject to the requirements of State Law.

Homebound Teachers - 1 for each student needing the service

A.2. Elementary Schools -

Librarian- 1 per building and 2 clerical assistants to be shared among the elementary schools

A.3. Junior High School-

Guidance Counselors - 1 for each 450 students

Librarian - 1 for each building

A.4. Senior High School -

Guidance Counselors - 1 for each 350 students

Librarian - 1 for each building

B. Reading

Article IX.B is eliminated effective July 1, 2018.

ARTICLE X

-NON-TEACHING DUTIES-

A.1. The board will hire adequate aides and monitors for exclusive use in the elementary schools for the purpose of reducing non-teaching duties relating to but not limited to the cafeteria, playground and buses. The Superintendent and the Association will consult with one another with respect to the assignment and duties of the aides, the final decision to be made by the Superintendent.

A.2. The Association will be provided with a list of all aides and monitors both federally and locally funded. In addition, their placement in the district and their particular duties will be submitted to the Association no later than November 15, and continually updated as the necessity arises.

B. Teachers may be required to collect money from students only as permitted by the New York State Regent Rules.

C. Teachers will not be required to transport pupils to activities which take place away from the school building. Teachers may do so voluntarily, however, with the advance approval in writing of their principal or immediate supervisor. In such event, the teacher will be relieved of all personal liability for any accident which may occur in connection with said trip and shall be compensated per mile as follows: Calculated at the AAA rate as per publication "Your Driving Costs" published in October. The rate will be effective for the calendar year following publication. Nurse-Teachers and Attendance Teachers are required to use automobiles and shall be reimbursed as described herein.

ARTICLE XI
-TEACHER EMPLOYMENT-

A. Upon initial employment in the District, up to full credit will be given on the salary scale for previous teaching experience at the option of the Board. Credit not to exceed two (2) years for military service or Peace Corps service and not to exceed one (1) year for VISTA or National Teaching Corps service will be given upon initial employment. No fractional credit for service less than one (1) year shall be given.

B. Beginning in the 2007-2008 school year teachers planning to retire must submit to the district a written intent to retire on or before February 1. Such intent may be rescinded by the teacher no later than April 15.

ARTICLE XII

-TEACHER ASSIGNMENT-

A. Teachers will be notified in writing of their salary and teaching programs for the coming school year, including the schools to which they will be assigned, the grades and/or subjects and the session that they will teach and any special or unusual classes, that they will have no later than June 1st. In the event of a change in the foregoing schedules due to administrative or operational difficulties arising after the teacher has been notified of the foregoing, notice of any such change shall be given promptly to the teacher.

B. In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

C. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of interschool travel. Such teachers will be notified of any changes in their schedules as soon as practicable. Teachers who are assigned to more than one (1) school per day will be compensated at the rate as described in Article X-C.

D. Teacher assignments will be made without regard to race, creed, color, religion, nationality, sex, or marital status.

E. A master schedule for each school will be posted in each faculty room and a copy of the master schedule and handbooks for each building will be given to the President of the Association.

F. Teachers shall be given an unrestricted opportunity to discuss their classroom assignments with their building principals and make recommendations with respect to such assignments. However, the final assignment shall be the prerogative of the building principal.

G. Elementary Schools - no later than May 15th, preference sheets will be issued to teachers to be used in making assignments for the coming school year. These sheets will indicate preference for grade level. These sheets shall be returned forthwith (within two school days).

H. Secondary Schools - no later than May 15th programming preference sheets will be distributed to all teachers. The teacher shall return these forms within two school days.

ARTICLE XIII

-VOLUNTARY TRANSFERS AND REASSIGNMENTS-

A. The Superintendent or his representative will assign all newly employed personnel to their specific positions which will be within the type of service for which the teacher was employed. The Superintendent will give notice of assignments to new teachers as soon as it is practicable.

B.1. As soon as possible, the Superintendent will post in all school buildings a list of the known vacancies that will occur during mid-year and following school year. This list is to be updated as soon as information becomes available.

B.2. Teachers who desire to change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement of such desire with the building principal no later than fifteen (15) days after the posting or before May 1st if there is no posted vacancy. Such statement will include the grade and/or subject to which the teacher desires to be transferred in order of preference.

B.3. As soon as practicable, the Superintendent will post in each school and make available to the Association a system-wide schedule showing the names of all teachers who have been reassigned or transferred and the nature of such reassignment or transfer.

C.1. In the determination of requests for voluntary reassignments and/or transfer, the wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and best interests of the school system.

C.2. If more than one teacher has applied for the same position and their qualifications are equal, the determination as to which teacher shall receive it shall be made by a joint committee consisting of two persons appointed by the Superintendent and two by the President of the Association. In making such determination seniority will be a significant factor.

D. To the extent that it does not interfere with the educational program, all such teachers will be allowed with the permission of the building principal to use unassigned time for the purpose of visiting schools at which such openings exist.

E. Teachers in such transfers will retain rights and privileges except in case of a change in tenure area or where state law or regulations are to the contrary.

F.1. Beginning July 1, 2005, postings for all vacancies that close on or before September 30 will be filled immediately by the successful applicant.

F.2. Beginning July 1, 2005, Postings for all vacancies that close after September 30 will be encumbered by the successful candidate and filled by said teacher at the start of the following school year. If this change results in the change of buildings said teacher shall be considered a member of the faculty where the posted position exists. Extracurricular positions are excluded from this provision.

F.3. When a part time teacher, who is under contract, is the successful candidate for a full time position, they shall fill the position immediately.

ARTICLE XIV
-INVOLUNTARY TRANSFERS AND REASSIGNMENTS-

A. Notice of an involuntary transfer or reassignment will be given to the teacher involved as soon as possible.

B. When an involuntary transfer or reassignment is necessary, qualified volunteers, if any, will be sought and transferred or reassigned first. A teacher's area of competence, major or minor field of study and length of service in the Central Islip School System will be considered in determining which teacher is to be transferred or reassigned by the Superintendent or his designated representative.

C. An involuntary transfer or reassignment will be made only after a meeting between the teacher involved and the Superintendent or his representative, at which time the teacher will be notified of the reasons therefore. In the event that a teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, the Association will be notified and the Superintendent, or his representative, will discuss the matter with the Association's representative.

D. A list of open positions in the school system shall be given to all teachers being involuntarily transferred or reassigned. Such teachers may request the positions in order of preference to which they desire to be transferred. Teachers being involuntarily transferred or reassigned, all other qualifications being equal, shall have preference over those seeking voluntary transfer or reassignment. A teacher being involuntarily transferred or reassigned will be placed in a comparable position as nearly as possible in the event such position is available.

E. To the extent that it does not interfere with the educational program, all such teachers, with the permission of the building principals involved, will be allowed to use unassigned time for the purpose of visiting schools at which such openings exist.

F. Teachers in such transfers will retain rights and privileges except in case of a change in tenure area or where state law or regulations are to the contrary.

ARTICLE XV

-VACANCIES AND PROMOTIONS-

A.1. All notices relating to vacancies in promotional positions, specialists and/or special projects teachers and positions in programs funded by the federal government, in addition to being sent to each teacher concerned, shall be posted in every school clearly setting forth a description of and the qualifications for the position, including the duties and salary.

A.2. When school is in session, such notice shall be posted as far in advance as practicable, ordinarily at least fifteen (15) school days before the final date when applications must be submitted.

A.3. Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent, or his representative, within the time limit specified in the notice.

A.4. Teachers who desire to apply for a promotional position which may be filled during the summer vacation period shall submit their names to the Superintendent together with the position or positions they desire to apply for and an address where they can be reached during the summer vacation period. The Superintendent or his office will notify such teachers of any vacancy in a position for which they desire to apply and such notification will set forth a description of and the qualifications for the position, including the duties and salary. Such notice will be sent as far in advance as practicable, ordinarily at least twenty-one (21) days before the final date when applications must be submitted and in no event less than fourteen (14) days before such date. In addition, the Superintendent or his office will post a list of promotional positions to be filled during the summer vacation period on a bulletin board at the administration office.

B. Promotional positions are defined as follows:

Positions paying a salary differential and/or positions on the administrator-supervisory level, including but not limited to, positions as supervisor, director, principal, assistant principal and counselor.

C. All appointments to the aforesaid vacancies and openings will be made on the candidates' qualifications, experience and seniority in the district.

D. Each applicant for such a position who is not selected will receive a written and/or oral explanation, if requested, from the Superintendent or his designee as to why he did not receive the promotion.

E. The Board reserves the right to employ the best qualified person for a given position irrespective of the applicant's employment within or outside the district.

ARTICLE XVI
-POSITIONS IN SUMMER AND EVENING SCHOOLS-
-HOMEBOUND STUDENTS-AFTER SCHOOL DETENTION-

A. All openings for summer school and evening school positions will be adequately publicized by the Principal in each school as early as possible and teachers who have applied for such positions will be notified of the action taken regarding their applications as early as possible. Teachers interested in the summer school program shall meet with the summer school principal to discuss the tentative summer program no later than the preceding March 1st.

B. Positions in the Central Islip Summer School and Evening School will be offered first to regularly appointed teachers in the Central Islip School System. In filling such positions, preference will be given to those who have taught previously in such summer and evening schools and consideration will be given to a teacher's area of certification, major and/or minor field of study, experience, general qualifications and length of service in the Central Islip School System. If two or more teachers apply for a position and their ability, competency and the foregoing qualifications (including the preference for prior teaching) are relatively equal then length of service shall control. If no applicant meets the qualifications as above set forth, the position may be filled by a qualified applicant employed outside the district. The application form shall contain a statement to the effect that the summer teaching position is contingent upon the size of the summer session enrollment and that the teaching position either may not materialize or the number of teaching classes may be reduced upon a prorated salary.

C. A summer school teacher, if regularly appointed in the Central Islip School System, shall be granted two (2) days of sick leave; one (1) personal leave day may also be granted or good cause shown upon application to the Summer School Principal, such time to be charged against the teacher's accumulated time in the district. Upon the request of the Summer School Principal, the teacher will submit a medical certificate and/or a written statement of facts setting forth the reasons for the aforementioned sick leave.

D. Salary schedules for extra teaching services are located in:
Appendix B - Summer School
Appendix C -Evening School, Home Teaching, After-School Detention

E. The teacher in whose class a home-bound student is enrolled shall have the first preference in being assigned to teach such student. However, if such teacher declines, or a problem exists that could effect the professional relationship between the teacher and the pupil, the principal shall assign the home teaching assignment in accordance with previously negotiated policy. Assigned teacher shall comply with existing procedures for home teaching.

ARTICLE XVII -EVALUATION-

A. The following policy shall govern all teacher observation and evaluation:

A.1. All observations of the professional performance of a teacher will be conducted openly, with full knowledge of the teacher.

A.2. Teachers must be given a copy of any class visit or evaluation report prepared by their supervisors to discuss it. A conference must be held no later than ten (10) school days after the observation and no such report shall be submitted to the Central Administration, placed in the teacher's files or otherwise acted upon without such prior conference with the teacher. The teacher shall have the right to submit written comments concerning the evaluation and his comments shall be attached to the evaluation report and placed in the teacher's file. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed. In any building where there is only one (1) full time administrator the post-observation conference must be held no later than ten (10) days after the observation.

A.3. A teacher may have his evaluation reviewed by the Superintendent. If the teacher requests, he may have a teacher representative designated by the Association accompany him to such meeting.

A.4. Probationary teachers, unless originally hired at the mid-year who are denied tenure will be so notified by May 1st of their tenure year. A teacher not so notified shall acquire tenure. A teacher hired at mid-year who is denied tenure will be notified sixty (60) days prior to the anniversary of his employment. Other probationary teachers who are not being employed for the following year shall be so notified by June 1st.

A.5. The Association will be notified of the denial of tenure to probationary teacher.

A.6. So long as it does not interfere with their teaching assignments, teachers will have the right, upon forty-eight (48) hours notice to review the contents of their personnel files and to make copies of any documents in it. A teacher will be entitled to have a representative of the Association accompany him

during such review. In that event, a representative of Central Administration shall be present.

A.7. No material derogatory to a teacher's conduct, service, character or personality will be placed in his personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his answer shall be reviewed by the Superintendent and attached to the file copy.

A.8. Only qualified members of the certificated staff shall be eligible to evaluate teachers.

B. No teacher will be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. Dismissal of a tenure teacher will be in accordance with New York State Education Law 3020A. Should a non-tenure teacher be terminated involuntarily for reasons other than evaluation prior to the end of the school year, he may be advised of the reason for his termination and shall suffer no loss in his regular pay and benefits for a period of at least thirty (30) days following notice of termination.

C. The District and the Association will negotiate Pre K-12 observation and evaluation forms. Such forms will be in accordance with the criteria permitted by SED (under the A.P.R.R. Guidelines). Staff development will be provided to familiarize all parties with said forms. Implementation is planned for the year 2001-2002.

D. Each document in teachers' files shall be numbered consecutively starting September 1, 1975 for all teachers presently employed in the district except for new teachers which will start on the date of employment.

ARTICLE XVIII

-TEACHER FACILITIES-

A. Each school will have the following facilities:

A.1. When practicable, a separate desk or other facility with lockable space for every teacher in the system.

A.2. Suitable closet space for each teacher to store coats, overshoes and personal items, unless it is physically impossible to so provide.

A.3. Adequate chalkboard and bulletin board space in every classroom.

A.4. Copies, exclusively for each teacher's use, of all texts and teacher's editions and manuals used in each of the courses he is to teach.

A.5. A dictionary appropriate to classroom needs in each classroom in grades one (1) through twelve (12).

A.6. Adequate grade books, paper, pencils, pens, chalk, erasers and other subject material required in daily teaching responsibility.

A.7. Convenient space should be available in which teachers may safely store instructional materials and supplies.

A.8. All teacher lounges will be provided with operative typewriters and copy machines.

A.9. An appropriately furnished room to be reserved for the exclusive use of the teachers as a faculty lounge. Where space is available said room will be in addition to the aforementioned work area.

A.10. The Board will make efforts to provide an outside telephone in each building available to the teachers for private or confidential matters relating to official teaching duties. A log will be maintained.

A.11. Where feasible, a communication system, so that teachers can communicate with the main office from their classrooms.

A.12. Where feasible and if space becomes available, a separate, private dining area for the exclusive use of the teachers with cafeteria service independent of student service.

A.13. An adequate portion of the parking lot at each school reserved for teacher parking.

A.14. Provision will be made to make available a record player for all primary (K-3) classrooms.

A.15. Adequate shelves in every classroom where necessary and practical.

B. The Board will investigate the feasibility of installing vending machines in the faculty rooms and, where possible, will arrange for the installation of such machines. The proceeds will revert to the District.

C. Upon approval, buildings will be available without charge on weekends for teacher's use for any student extra-curricular activities sponsored by teachers.

ARTICLE XIX

-SICK LEAVE-

A.1. Probationary teachers will be entitled to an annual accrual of eleven (11) sick leave days, except that in the first year of employment – eleven (11) days shall be credited to them as of the first day of the school year. In the event of termination of service during the first year of employment any used and unearned sick leave will be deducted from the final pay check.

A.2. Tenure teachers will be entitled to fifteen (15) sick leave days per year to be accumulated at the rate of fifteen (15) days per year. These sick days will be credited as of the first day of school.

Beginning with the 2017-2018 school year teachers may accrue an unlimited number of sick days.

A.3. Extended Sick leave (1/2 Sick Pay) shall be provided by the District when all other sick days have been used. The rate of accrual shall be twelve (12) days per year of employment. Payment will be at the rate of 50% of the teacher's per diem.

Beginning with the 2017-2018 school year half-sick pay days will only be charged when school is in session. All other practices regarding the usage of half-pay sick days shall remain unchanged.

B.1. After three days absence in one year, upon request of the Superintendent or his representative, the teacher will submit a medical note or written statement of facts setting forth the reasons for the aforementioned leave.

B.2. Beginning in the 2007-2008 school year a note from a health care provider must be presented after five (5) consecutive sick days.

C. The Board and the Association agree to appoint a committee to study ways and means to eliminate abuses relating to sick leave and personal leave.

ARTICLE XX

-TEMPORARY LEAVE OF ABSENCE

A. Teachers will be entitled to the following temporary leaves of absence with pay each school year:

A.1. Five (5) personal leave days. Personal leave days will accumulate at the end of each year as part of the unused sick day total. Application for personal leave will be made at least forty eight (48) hours before taking such leave and the applicant for such leave will not be required to state the reason for taking such leave other than that he is taking it under this Section. In the event of an emergency the 48 hour notice may be waived by the Building Principal upon submission of a satisfactory written explanation as to the nature of the emergency.

A.2. Teachers may request two (2) days for the purpose of visiting other schools or attending meetings or conferences of an educational nature in accordance with Board Policy.

A.3. Seventy-Five (75) days per year will be granted for Association business outside of the district as assigned by the President of the CITA. In addition, twelve (12) days will be granted for NYSUT delegates to attend the NYSUT Representative Assembly.

B. LEAVE FOR COURT AND JURY DUTY.

B.1. An employee shall be granted a leave of absence with pay upon service of a subpoena or court order in the name of the court, referee, commissioner or other person or agency, authorized to issue it requiring the attendance of such employee as a witness in a proceeding, action or hearing or upon the service of a directive by a commissioner of jurors to appear for examination and jury duty, subject to the following requirements:

B.2. The employee shall give due notice and submit the subpoena court order or directive to the Superintendent.

B.3. The employee shall refund to the District all fees received as a witness or juror except mileage allowance.

C. This policy shall not be applicable where the employee is served the

following:

C.1. Subpoena Duces Tecum (Production of books, accounts, papers, or other records).

C.2. Subpoena for Examination in Supplementary Proceeding (employee a judgment debtor).

C.3. Subpoena, Summons, Court Order or Directive where the employee is a party plaintiff except a worker's compensation arising out of employment by the District.

C.4. Subpoena, Summons, Court Order or Directive where the employee is a defendant, except where the claim arises out of employment by the District.

C.5. Leaves taken pursuant to Section A. (2-3) and Section B. will be in addition to personal leave and not deducted from sick leave.

D.1. Bedside Care Days

Up to five (5) days one at a time or consecutively in the event of illness, requiring bedside or household attention by the teacher, or the teacher's spouse, child, parent, grandfather or grandmother, brother or sister, in-laws, and life partner. No reason need be presented for the use of these days. Beginning with the 2017-2018 school year Bedside Care days will accumulate at the end of each year as part of the unused sick day total.

E. Leaves taken pursuant to this Article shall be on forty-eight (48) hours notice where practicable.

F. Personal leave days are not intended for the purpose of extending vacations or weekends and both parties will jointly endeavor to avoid abuses of same.

G. Bereavement Days

Beginning with the 2017-2018 school year every teacher will be entitled to 3 Bereavement Days in the event of the passing of a loved one. Such days to be above and beyond all others leaves of absence. Three (3) Bereavement days are available for each instance of a passing. Proof of death must be presented upon request by Administration. These days may be used exclusively in the case of the passing of a member's Parent, Parent-in-law,

sibling, sibling-in-law, spouse, partner, fiancée, Grandparent, Grandparent-in-law, child or step-child.

ARTICLE XXI
-EXTENDED LEAVES OF ABSENCE-

A. A leave of absence without pay up to two (2) years may be granted to any teacher who joins the Peace Corps, VISTA or National Teacher Corps. Upon return from such leave a teacher will be granted one (1) year credit on the salary schedule as if he had been actively employed by the Board during the leave. Leaves taken pursuant to this section must coincide with the school year.

B. Military leave will be granted to any teacher who is drafted or enlists in any branch of the Armed Forces of the United States. Upon return from such leave a teacher will be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of his absence up to a maximum of two (2) years. Such leave shall be given without pay, except as otherwise provided by statute.

B.1. Under Sections A. and B. above no fractional credit for service less than one (1) year shall be given.

C.1. A teacher who is pregnant will be permitted to continue to work as late into her pregnancy as she is physically capable of performing the normal duties of a teacher.

C.2. The teacher will have the right to return to work when she is capable of performing the normal duties of a teacher.

C.3. Whenever the teacher who is pregnant cannot perform the normal duties of a teacher, she will be permitted to utilize all or any portion of her cumulative sick leave because of a medical disability connected with or resulting from her pregnancy.

C.4. After being notified that the teacher is pregnant, the Board may require a physician's certificate indicating the teacher's physical ability to remain on (or off) active duty.

The Board may assign a doctor to examine a teacher. In the event the Board assigns a physician to examine a teacher, the district will pay the costs. In the event that the teacher does not agree with the results of the examination by the Board appointed physician, the teacher and the Board

will pick a mutually agreeable physician from a list supplied by the Suffolk County Department of Health. The results of the doctor's examination will be binding on both parties. The cost of the third examination will be shared by both parties.

C.5. A teacher will be entitled, upon written request, to a leave of absence without pay for a period not to exceed one year and to be effective at any time prior to and within one year after a child is born. The written request will be made to the Superintendent of Schools or his designee at least 90 days, except in case of emergency, prior to the effective date on which the leave is to begin. A copy of the teacher's child care leave notification letter shall be mailed to the Board of Education.

C.6. A teacher adopting an infant child (i.e., one (1) year of age or less) shall be entitled upon request to a leave of absence without pay for a period not to exceed one year to commence at anytime during the first year after receiving de facto custody of said infant child or prior to said custody if necessary in order to fulfill the requirements for adoption.

C.7. Whenever the teacher returns from a leave of absence without pay and/or from sick leave due to childbearing and/or child rearing, the teacher will immediately be assigned to the same position which the teacher held at the time the leave commenced, or if the position no longer is in existence, to a substantially equivalent position.

C.8. The teacher will return to duties on one of the following dates:

- a) Beginning of term in September,
- b) Beginning of Spring Term (2nd semester).

The Board will pay 50% of the cost of the Health Insurance premium for the employee who exercises the option to continue coverage.

C.9. In the event that the return date of a teacher on a leave of absence pertaining to childcare/child rearing exceeds the one year leave, the leave will be extended to incorporate the next return date. Notice of intention to return must be given 60 days prior to the teacher's date of return, and 90 days notice when the return day is September 1st.

C.10. Teacher to notify the Superintendent no later than her sixth month of pregnancy. A copy of such notification shall be mailed to the Board of Education.

D. A leave of absence without pay or salary credit increment of up to one (1) year may be granted for personal or educational reasons. Additional leave may be granted at the discretion of the Board.

E. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave and credits towards sabbatical leave eligibility, will be restored upon his return and he will be assigned to a comparable position which he held at the time the said leave commenced.

F. All requests for extensions or renewals of leaves will be applied for and acted upon in writing.

G. Upon recommendation of the Superintendent and approval by the Board of Education, a leave for an exchange teacher position under either national or international programs sponsored by a recognized agency, may be granted for one (1) year to teachers who have successfully completed five years of service in the District. The exchange teacher shall be compensated by the district of origin. Any period served as an exchange teacher will be applied to the salary schedule set forth in Appendix "A" of this agreement, as if such period had been served by the teacher in the Central Islip School District.

G.1. Beginning July 1, 2007, no teacher may accrue credits for salary advancement while on a leave of absence as approved by the Board of Education.

H. TERMINAL LEAVE POLICY

Pay shall be calculated as follows: 100% of the teacher's per diem rate (annual salary divided by 180) at the time of retirement. Such leave shall be calculated on the basis of one (1) day of leave for each day of accumulated unused sick leave. Terminal leave will be based on a maximum of 180 days. Payment of Terminal Leave monies will be made as per the stipulated agreement attached in Appendix G.

Beginning in the 2017-2018 school year Terminal Leave monies may be deposited into a member's 457 account in addition to or in lieu of the monies

being deposited into a 403b account as outlined in the existing Terminal Leave Document. Such choice to be wholly at the discretion of the retiree.

Such leave of absence shall begin on July 1st following the conclusion of the school year in which the teacher declares his intent to retire with the option of lump sum or regularly scheduled pay periods. Such leave will be granted to a teacher who:

(a) has been teaching in the district for fifteen (15) years or more.

(b) is eligible for service retirement and who meets the necessary requirements for such retirement as defined by the New York State Teachers Retirement System.

(c) will retire on the day immediately following the final day of his leave of absence with pay.

(d) duly and timely executes the written application as prescribed by the Board of Education of this district.

If death should occur after proper notice is given, but before actual retirement, all benefits will be paid to the employee's beneficiary if designated, otherwise to the estate of the employee.

Should a teacher decide to retire in mid-year, they will give 60 days notice of such retirement. The terminal leave will be paid bi-weekly until June 30. The remainder may be in lump sum or bi-weekly at the teacher's option.

H.1 In the 2018-2019 school year pay shall be calculated as follows: 100% of the teacher's per diem rate (annual salary divided by 180) at the time of retirement. Such leave shall be calculated on the basis of one (1) day of leave for each day of accumulated unused sick leave. Terminal leave will be based on a maximum of 226 days. Payment of Terminal Leave monies will be made as per the stipulated agreement attached in Appendix G.

H.2 Beginning with the 2019-2020 school year pay shall be calculated as follows: 100% of the teacher's per diem rate (annual salary divided by 180) at the time of retirement. Such leave shall be calculated on the basis of one (1) day of leave for each day of accumulated unused sick leave. Terminal

leave will be based on a maximum of 180 days. Payment of Terminal Leave monies will be made as per the stipulated agreement attached in Appendix G.

I. A leave without pay of up to two years will be allowed if elected to public office.

J. If a teacher dies while employed by the district, payment for all unused sick days (to 180 day maximum) will be made to the designated beneficiary, otherwise to the estate of the employee. Payment may be taken in lump sum or by pay period as elected by the beneficiary.

K. FAMILY AND MEDICAL LEAVE ACT:

In accordance with the Family and Medical Leave Act of 1993 the following are provided to the Central Islip Teachers:

K.1. The district shall pay 100% less the teacher contribution in Article VI.F.1.a of the cost of the Health Insurance premium, as provided by law, for any leave taken under the provisions of FMLA. This supercedes Article XXI sec C8.

K.2. Teachers applying for FMLA will not accrue seniority, since it is an unpaid leave.

K.3 Beginning July 1, 2007 teachers may not accrue credits for salary advancements while on FMLA leave.

K.3. Teachers applying for FMLA will be returned to the same position the teacher held at the time the leave commenced or if the position is no longer in existence to a substantially equivalent position.

K.4. The District must post a notice approved by the Secretary of Labor explaining rights and responsibilities under FMLA. There is substantial fine for each violation if the District willfully does not post the approved notice. In addition, the District is obliged to provide information to its employees about their rights and responsibilities under FMLA.

K.5. Each twelve month period for FMLA Leave shall begin on February 1st of each year.

K.6. Each request for FMLA leave should be sent 30 days prior to commencement date, if practicable. The request for leave shall be sent to the Superintendent of Schools, with a copy to the Board of Education.

K.7. If the Federal law mandating the FMLA leave is repealed, than this clause, (Art. XXI, K. 1-6) shall be null and void.

ARTICLE XXII
-SUMMER SABBATICAL LEAVE POLICY-

Summer Sabbaticals have been eliminated effective as of Sept 1, 1994.

ARTICLE XXIII
-SUBSTITUTE TEACHERS-

A. Positions which will be vacant for at least one (1) semester will, to the extent possible, be filled by personnel who have met the State certification requirements. Such certified substitute teacher will be given a regular teacher's contract, accrue all benefits and be paid as of the first day in said position at the appropriate rate on the regular teacher salary schedule as if said teacher has been originally employed as a full time teacher. If a certificated teacher is unavailable, such vacancies will be filled by the best qualified non-certified personnel. Such non-certified substitute teacher will thereafter receive the appropriate salary for his level of professional preparation on the regular teacher salary schedule and accrue all benefits available to regular teachers from the first day of employment.

B. In the beginning of each school year there will be forwarded to each classroom teacher a list of qualified substitute teachers. The classroom teachers will work out a preferred list with the building Principal. The Superintendent of Schools will have final say as to who will be on this list.

ARTICLE XXIV
-PROFESSIONAL DEVELOPMENT AND EDUCATIONAL
IMPROVEMENT-

A. The parties agree to establish a Professional Development Committee to make recommendations concerning attendance at workshops, seminars, or other professional improvement sessions. Within fourteen (14) days after the execution of this Agreement, the Superintendent or his representative and the President of the Association shall each appoint three (3) members to the Committee and they shall select a chairperson from among themselves. The Superintendent and the President may from time to time replace members appointed by them.

B. The Board will pay the reasonable expenses, including fees, meals, lodging and/or transportation incurred by teachers who attend such sessions approved by the Board of Education.

C. The Board may budget an amount deemed appropriate for this purpose.

D. In addition, a teacher may with the advance approval of the Superintendent, attend such sessions at the teacher's own expense.

E. The district agrees to continue support for the Teachers Center and the Mentor/Intern Program and other grant programs which may be mutually developed as long as funding continues.

ARTICLE XXV
-PROTECTION-

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

B. This report will be forwarded to the Board which will comply with any reasonable request from the teacher for information in its possession relating to the incident or the persons involved and, as permitted by law, will provide the police and the courts with any reports, records or evidence relating to the incident. The Board will extend such protection as provided by law.

ARTICLE XXVI
-PERSONAL INJURY BENEFITS-

Whenever a teacher is absent from school as a result of personal injury caused by an accident or an assault occurring in the course of employment, he will be paid his full salary (less the amount of any workmen's compensation award made for temporary disability due to said injury) for a period not to exceed 120 school days of such absence and no part of such absence will be charged to his annual or accumulated sick leave.

ARTICLE XXVII

-INSURANCE AND ANNUITIES-

The Board will provide the following insurance for each teacher:

A.1. The Board agrees to adopt that plan of health insurance offered to school districts by the New York State Department of Civil Service in which premiums for individual coverage under the Empire Plan Core Plus Enhancement, will be paid in full by the district. Premiums for dependent coverage under the same option will be paid 100 percent by the District. Should the employee elect other available options, the district will contribute a dollar amount toward payment of the premiums equal to the amount that the District would pay had the employee elected the Empire Plan Core Plus Enhancement and the employee will contribute the balance of the premium.

A.2. CITA members have the option to enroll in a Flexible Benefits plan. The plan is run in accordance with Section 125 of the Internal Revenue Service regulations.

A.2.(a) The plan allows the employee to set aside an amount of money (minimum \$250. / maximum \$5000.) each calendar year, January 1st through December 31st, to be taken out of their pay pre tax, to pay for uncovered medical and dental expenses as well as child care or dependent expenses. Any changes in minimum and maximum amounts that are not controlled by the IRS, will be negotiated with the CITA. This plan is separate from and in no way affiliated with the health insurance plans, Empire, HIP, Blue Choice or any other plans that may be agreed upon, which the District currently uses to insure CITA members.

A.2.(b) The Flexible Benefits plan is strictly voluntary. The employees can opt to participate in any years they wish by notification on agreed upon dates. Following the Section 125 rule, any monies not used by the participant by Dec. 31st of the calendar year will revert back to the school district.

A.2.(c) CITA and the District agree that the plan administrator will be awarded through the bid process.

A.2.(d) Employees must enroll each year to participate in the Flexible Benefits plan. This enrollment period will be in November of each year. Any

new employee after January 1st and prior to September of that year will be allowed to enroll at the time of their employment.

B. DENTAL PLAN

The District will provide dental coverage at its own expense for the life of the contract.

All teachers will have the option to enter the plan or change their coverage during an enrollment period mutually agreed upon by the District and C.I.T.A. Teachers whose status (dependent or individual) change during the school year may elect to change their coverage at that time. Newly employed teachers may elect to join the plan upon initial employment.

C.1. The Board will cover all tenure teachers and/or those who had been in the District three (3) consecutive years, when they go on tenure with a \$75,000.00 Life Insurance Policy inclusive of Accidental Death and Dismemberment. Non tenured teachers will be covered with a \$30,000.00 Life Insurance Policy.

C.2. The District will provide a \$25,000 life insurance policy for those teachers who retire. This insurance will decrease to (\$10,000). This decrease takes affect when the teacher reaches 65 years of age. At age 70, the insurance ceases.

C.3. The district will provide a \$10,000 life insurance policy for the spouse of the employee and a \$2,000 life insurance policy for each dependent.

D. Those employees who are not to be rehired or leave can, at their option, maintain the Health Insurance at their own cost and expense up to August 31st through the District. Any exccesed teacher will be entitled to continued payment of their Health Insurance premium by the District until August 31st.

E.1. On retirement only, after 15 years of service in this District, the District will pay in full the cost of the Empire Plan Core Plus Enhancement premium for health insurance for the teacher and dependents.

E.2. On retirement only, after 10 years of service in this District and age 62, the District will pay in full the cost of the Empire Plan Core Plus Enhancement premium for health insurance for the teacher.

F.1. The Board will maintain the benefits provided under the policy on long term disability insurance in effect on July 1, 1980 at its own cost during the term of this agreement.

F.2. In 1989-90 school year the district will add a provision to the LTD policy integrating primary social security with the present policy. In 1990-91 school year the district will add to the LTD policy a provision increasing the maximum benefit to 66 2/3 % of the salary to a maximum of \$3,500. The district will assume the full cost of these changes.

G. The carrier and plan for long term disability, dental, and life insurance will be mutually agreed upon.

H. The Board will pay the premium on all existing insurances for teachers on disability who have exhausted all accrued time. This is not to cover leaves under Article XXI.

I.1. Teachers may choose to waive medical and/or dental insurance provided by the District by filing the District Waiver Form on or before October 1st of each year. Upon receipt of the waiver, 1/2 of the pro-rated annual cost (individual or family coverage) will be refunded to the teacher.

I.2. The payment will be made by separate check paid in January of the next year. Waivers must be filed each school year. A teacher who submits the waiver will not be eligible to reinstate the insurance until the following school year or in accordance with the New York State Government Employee Health Insurance Program.

J. The district will assume the cost of the following improvements:

J.1. The district will provide for an increase in co-insurance on major services to 60% and lifetime orthodontal will be \$2,000.

J.2. The district will provide Dental coverage to include a dental maximum of \$2,000 and TMJ coverage to \$2,000.

K. The board will pay 100% of an Excess Major Medical Policy for individuals and dependents. Those teachers who have selected an HMO option for their medical coverage will receive a stipend for the entire cost of the coverage once a year. Those teachers who have an Excess Major Medical policy and decline coverage under this provision will receive a stipend once a year at half the cost of the premium. Upon retirement, the teacher may continue this coverage at their own expense at the group rate.

ARTICLE XXVIII
-TEXTBOOKS-

A. The Board agrees that it will provide sufficient textbooks to insure that each pupil in a classroom has textbooks for his own use within the limits of the Education law.

B. A District wide textbook committee, formed in accordance with Article XXXI Section A shall meet. Agreement for adoption of a text shall be subject to approval by 80%, or the nearest equivalent to 80%, of teachers using said text. Teachers maintain the right to purchase textbooks from their personal budgets. The final determination will be made by the Board of Education upon recommendation of the Superintendent.

ARTICLE XXIX
-ACADEMIC FREEDOM-

A. Except as it interferes with the teacher's responsibility to and relationships with students and/or the school system, the private and personal life of a teacher is not within the appropriate concern or attention of the School Board.

B. Teachers will be entitled to full rights of citizenship and no religious or political activities of any teacher (provided such activities do not take place during his working hours) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

C. Teachers shall have the right and obligation to teach controversial issues fairly and without bias.

ARTICLE XXX
-TEACHER RECRUITMENT-

The Board agrees that it will use its best efforts to hire only certified personnel.

ARTICLE XXXI

-CURRICULUM COUNCIL-CURRICULUM COMMITTEE-

A.1. The Association shall have seven (7) of the fourteen (14) permanent representatives on the Curriculum Council who shall be appointed by the President of the Association.

A.2.(a) The role of the Curriculum Council will be to establish direction within the council, provide leadership and vision, recommend leadership training, develop and submit budget recommendations for curriculum work, identify and implement a curriculum evaluation process, develop process to implement a curriculum, conduct needs assessment, train task forces, monitor task forces, assess program strengths and weaknesses.

A.2.(b) The Superintendent and/or the Association may initiate proposals for school wide programs in accordance with the nine components of the CSRD model:

- Effective, research-based methods and strategies;
- Comprehensive design with integrated components including instruction, assessment, classroom management, professional development, parental involvement, and school management;
- Professional development;
- Measurable goals and benchmarks;
- Majority of faculty/staff members support model implementation;
- Parental and community involvement;
- External technical support and assistance;
- Evaluation strategies; and
- Coordination of resources.

A.3. The Curriculum Council reports to the Superintendent.

B.1. The Association shall have three (3) permanent representatives on the Curriculum Committee who shall be appointed by the President of the Association.

B.2. A teacher serving on Curriculum Committee shall be entitled to mileage as described in Article X-C.

B.3. Non-tenure teachers will be eligible for service on the Curriculum Committee.

B.4. Funds will be made available for the Committee's operation and program provided an appropriation is approved by the Board and budgeted.

B.5. The Curriculum Committee reports to the Board of Education and the Superintendent.

ARTICLE XXXII
-EXTRA CURRICULAR ACTIVITIES-

A. There will be compensation for extra curricular activities, chaperone positions and workshop presentations as provided for in appropriate appendices. This will include, but shall not be limited to, the activities listed in Appendix D: Extra Curricular Pay and Appendix C: Chaperones.

B. Remuneration for extra curricular activities will be made in two (2) equal payments by separate checks, one at the end of the first semester and one at the end of the second semester. Remuneration for chaperone positions and workshop presentations shall be made in the pay period immediately following the completion of the activity.

C. Compensation for extra curricular activities will be allocated in accordance with Appendix D.

D. Chaperone Activity Guidelines-

D.1. All chaperone positions for fall, winter and spring activities, including elementary winter and spring Concerts, will be posted to all members of the bargaining unit and the district shall seek applicants on an entire season basis. In addition, all positions for accompanists at elementary concerts shall be posted and remunerated at the chaperone scale. Pianists remuneration shall reflect rehearsal time, as has been the practice.

D.2. Chaperone assignments not filled on a season basis shall be posted on an event basis and filled as per the provisions of this contract.

D.3. Chaperone remuneration will reflect all time worked including before and after an event. The remuneration shall be as listed in Appendix C.

D.4. Chaperones filling a posting for an entire season will have a right to continue from year to year in an assignment, and be replaced only by resignation, retirement, or for removal for just cause as per contract.

E. Workshop Presentations

Workshop presentations made by members of the Central Islip Teachers Association (selected through an agreed upon posting) shall be compensated at the following rate:

Twice the adult education rate for each hour of preparation.

The total number of hours of preparation shall be equal to the number of hours of presentation.

Any release time or substitute coverage necessary to carry out the workshop shall be at district expense.

ARTICLE XXXIII
-EDUCATIONAL EXPANSION-

A. The following Stipulated Agreements are printed in Appendix “G”.

- Curriculum Council and Curriculum Task Forces (6/12/96)
- Educational Evaluator Special Project (6/3/97)
- Intellectually Gifted 6th Grade Special Project (6/10/97)
Any grade levels added to the Intellectually Gifted Program shall adhere to the conditions stated in this Stipulated Agreement.
- Teaching Assignment & Responsibilities for the office of President Central Islip Teachers Association (7/27/98)

B. The District Code of Conduct and the Disruptive Child Program has been aligned with SAVE legislation. Any existing language not contrary to the SAVE legislation shall remain in effect. The District agrees that all administrative actions taken will be in accordance with the Disruptive Child clause, the SAVE legislation and the District Code of Conduct.

B.1. Disruptive Child Program -A child who threatens or engages in physical violence to himself, his fellow students or a teacher may be directed by the teacher to report immediately to the principal or other designated supervisor under such escort as is prescribed by the school.

B.2. Pupils who so seriously disrupt the classroom work as to impede effective instruction may be reported by the teacher to the principal or other designated supervisor. Such report shall be in writing and shall contain substantiating data on the behavior of the child.

B.3. Upon receiving a report of violent or disruptive behavior, the principal or his designated representative shall make a suitable investigation and shall promptly initiate a course of action that will best serve the needs of the school and the child. After such consultation with the principal, teacher, guidance counselor and psychologist it will be decided whether to return the student to the classroom.

B.4. If the problem is not solved in this manner after available courses of action have been taken and a decision has been reached by the principal that the child still so seriously disrupts the classroom work as to impede effective

instruction, the child should be referred to other facilities within the school. The principal shall refer the case to the Superintendent under existing procedures, if no such facilities exist in the school.

B.5. Each plan of action should involve the parent, the teacher, the child and other appropriate personnel. No final decision on placement or course of action should be arrived at without such participation.

B.6. If action by the principal is unduly delayed or if the child is repeatedly returned to the same teacher's classroom, the teacher may appeal to the Superintendent. The Superintendent shall set up an appropriate procedure for review and disposition of such cases. The question shall be whether the continued presence of that child in the regular classroom so interferes with instruction as to be seriously detrimental to the interests of all the children, including the particular child. If so, the child is not to be returned to a regular classroom. The final decision will be made by the Superintendent.

B.7. Within budgetary limitations the board will seek to provide additional facilities and services for the special care and training of children who are found not to be fit for conventional educational process.

C. Special Education teachers will be paid a differential of \$1,000 in each year of the contract. This differential will not be granted to anyone who begins service as a Special Education teacher in the Central Islip School district after June 30, 2001.

D. The School-Nurse Teacher/Practitioner position will be paid a differential of \$1,000 in each year of the contract.

ARTICLE XXXIV -GUIDANCE-

A. Duties of Guidance Counselor

The counselor is professionally trained to meet the Guidance needs of the community. His primary role is in student counseling, but he also carries responsibilities in such areas as pupil appraisal; interpretation of test results; organization of programs for increasing student knowledge of vocational information; utilization of community resources; placement; and evaluation. His duties are as follows:

A.1. Counsels pupils individually and in groups, helping them to gain insight into their educational, vocational and personal social problems and to develop skill in arriving at decisions.

A.2. Studies pupil needs through the use of records, tests, observations, consultation and interviews. Assist pupils in evaluation of their abilities and interests and interprets same to pupils, parents and teachers. Enlists pupils' cooperation in carrying out plans to promote better adjustment. Gives support to pupils in helping them to resolve difficult situations.

A.3. Assists in screening individual pupils to identify those having special needs such as gifted and talented pupils, underachievers and potential drop-outs; pupils to be referred to the psychologist; potentially maladjusted pupils; and other groups of pupils with specific needs.

A.4. Makes recommendations to the principal concerning placement, inter-class transfers and placement in special classes. Interviews new pupils and after testing and completing evaluation, the counselor recommends appropriate class placement for them.

A.5. Interprets pupil personnel data to staff members and cooperates with teachers in planning and carrying out measures to overcome learning difficulties and help pupil adjustment.

A.6. Works along with all specialists in order to help a particular child. Arranges case conferences when necessary.

A.7. Interprets pupil data to parents and enlists parental cooperation in carrying out educational plans, Helps parents explore opportunities and

resources for the pupil's growth and development. Participates in parent meetings whenever necessary.

A.8. Cooperates with other agencies which provide services to pupils and their parents.

A.9. Maintains required records.

A.10. Is responsible for group guidance programs.

A.11. Conducts articulation activities on all academic levels and works to help pupils make a smooth transition from one school level to the next. Makes available information on educational offerings and occupational requirements.

A.12. Has a responsibility of reviewing all student course selections and appraising the appropriateness of choice to both student and parent.

A.13. Conducts follow-up and other evaluation activities concerned with the study of pupil needs and effectiveness of school program in meeting the needs.

B. Counselor-Pupil Ratio

The number of pupils for whom a counselor is responsible should be such that he can carry out his functions effectively for all of them. It is agreed that the pupil load per counselor will conform with the provisions of Article IX.

C. Beginning with the 2017-2018 school year Article XXXIV.C has been eliminated.

D. Working Conditions

In order for the counselor to function in the school setting the following conditions should prevail:

D.1. He should have the physical facilities appropriate to his work;

a. Private office visual as well as auditory.

b. Office should offer a relaxed and comfortable atmosphere.

D.2. The housing of discipline cases in the guidance office and the interruptions during counseling interviews should not exist.

D.3. Discipline cases should be referred to the counselor, not to administer discipline, but as a follow-up to the actions of the disciplinarian. This would give the counselor ample time to review past records and discuss with teachers the child in question.

E. Salaries

In light of the fact that guidance counselors hold additional certification to that of the classroom teacher and in light of the fact that the guidance counselors of Central Islip Public Schools have traditionally worked a longer day (7 1/2 hours) and a longer school year (September 1-June 30) than the classroom teacher, the guidance counselors of the Central Islip School District will receive the following: (see Appendix E-Guidance Salaries).

ARTICLE XXXV
-DUES DEDUCTION-

A. The Board agrees to deduct from the salaries of its employees dues for the Central Islip Teachers Association and affiliates to transmit the monies directly to the Central Islip Teachers Association.

B. Each of the Associations named in Section A above will certify to the Board in writing the current rate of its membership dues. Any association which changes the rate of its membership dues will give the Board thirty (30) days written notice prior to the effective date of such change.

C. Deductions referred to in Section A above will be made in consecutive installments to commence with the first paycheck in September. The Board will not be required to honor any months' deduction authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.

D. No later than September 30 of each year, the Board will provide the Association with a list of those employees who have voluntarily authorized the Board to deduct dues for any of the Associations named in Section A above. The Board will notify the Association monthly of any changes in said list.

ARTICLE XXXVI
-COACHES-

A. All notices related to vacancies in coaching positions will be posted in every school clearly setting forth a description of and the qualifications for the position including the duties and the salary. Coaches' salaries will be paid by separate check.

B. Should a sport be extended beyond the regular season games, the coaches shall be compensated according to Appendix "F-6", to the point where the sport he is engaged in reaches its conclusion. (A list of eligible participants who will aid in post-season play shall be compiled).

C. Level Movement- For the purpose of salary advancement on all coaching scales, full credit shall be given for all service within the same sport.

ARTICLE XXXVII
-GENERAL-

A. When it is necessary, pursuant to Article IV (Grievance Procedure) for an Association Representative to attend a grievance meeting or hearing during a school day he will, upon notice to his principal or immediate supervisor and the Superintendent by the President of the Association, be released without loss of pay as necessary in order to permit participation in the foregoing activities. Any teacher whose appearance as a witness is necessary in such investigations, meetings or hearings will be accorded the same right.

B. The Association will be provided with one (1) copy for each school building and one (1) additional copy for the Association of the Board's personnel policies, Rules and Regulations and any changes in or amendments thereto.

C. Copies of this agreement will be reproduced at Board expense and a copy given to each teacher now employed or hereafter employed by the Board within forty-five (45) days after contract is signed.

D. If any part of this agreement becomes rendered null and void thru the interpretation, edict, or law of any governmental agency both parties agree to formulate a change in the language which shall be in keeping with the terms of the original agreement while still satisfying the aforementioned governmental interpretations, edicts, or laws.

E. No existing Board policies, instructions or handbooks shall in any way limit the rights granted teachers in this Agreement. Any portion of the existing documents that is inconsistent with this Agreement will be ineffective.

F. All conditions of employment will be maintained at not less than the standards in effect in the system at the time this Agreement is signed. The Board will amend its personnel policies and take such action as may be necessary in order to give full force and effect to the provisions of this agreement.

G. The parties agree that during the life of this Agreement neither party can reopen any matters which were or could have been discussed during the negotiations resulting in this Agreement.

H. It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

I. JOB SECURITY

I.1. Any teacher whose position is eliminated due to change in curriculum or the curtailment or reduction of a program will be offered another teaching position in the district if such a position is available. In the event there is no available position for which such a teacher is employable by reason of seniority and certification requirements, he will be placed first on the substitute teacher list. Such teacher will also be offered the first opportunity for reemployment that may occur in the grade or certification area in which he had previously taught at the time of the lay-off. In no event will he suffer any loss of rights, or other benefits upon such reemployment. The remuneration for the substitute who falls under this provision of the contract will be substitute teacher's pay.

I.2. A teacher's failure to respond affirmatively within twenty-five (25) calendar days after receipt of the Board's letter sent by registered mail to the teacher's address on file with the Board, recalling such teacher, shall result in the termination of the teacher's rights of recall hereunder.

I.3. If the teacher who falls under this provision is employed as a teacher in another school district, he will have waived all rights and privileges applicable to this article.

I.4. A teacher may upon making a request in writing to the Superintendent waive his right to substitute under this provision.

I.5. A teacher who is substituting in the Central Islip School District under this provision will make himself available to be called by the answering service.

J. Should any language be altered or omitted by the printer or due to any other reason, the agreed to language will be added in an addendum.

K. No member employed during the 2016-2017 school year may be excessed prior to the end of the 2017-2018 school year:

No CITA unit member employee shall lose employment from his/her present full-time tenure track position, nor be placed on a preferred eligible list prior to July 1,

2018. This protection shall apply to any organizational decision made by the District, irrespective of it being characterized as ‘layoff,’ ‘Reduction in Force,’ ‘Re-organization,’ ‘program re-alignment’ or any other phrase used to describe a scenario under which an employee ceases to exist within the District’s operation from one day to the next. Hence, an employment separation may only occur prior to July 1, 2018 for either voluntary separation in the form of resignation or retirement or involuntary separation via appropriate disciplinary procedures (including determination to deny tenure to probationary employees) or resignations in lieu of terminations under which the appropriate process for denying tenure has commenced prior to the resignation).

ARTICLE XXXVIII
-DURATION-

This agreement shall become effective as of, July 1, 2017 and shall remain in full force and effective until June 30, 2027.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 20th day of April, 2017.

BOARD OF EDUCATION
Central Islip Union Free School District
CENTRAL ISLIP, NEW YORK

S/ 
By: Dr. Howard Koenig
Superintendent of Schools

CENTRAL ISLIP TEACHERS ASSOCIATION

S/ 
By: Mr. Michael A. Romano
President

Appendix A
A-1
2017-2018 through 2024-2025

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90
1	53032	55684	58336	60988	63640	66292	68944	71596	74248	76900
2	55949	58601	61253	63905	66557	69209	71861	74513	77165	79817
3	58866	61518	64170	66822	69474	72126	74778	77430	80082	82734
4	61783	64435	67087	69739	72391	75043	77695	80347	82999	85651
5	64700	67352	70004	72656	75308	77960	80612	83264	85916	88568
6	67617	70269	72921	75573	78225	80877	83529	86181	88833	91485
7	70534	73186	75838	78490	81142	83794	86446	89098	91750	94402
8	73451	76103	78755	81407	84059	86711	89363	92015	94667	97319
9	76368	79020	81672	84324	86976	89628	92280	94932	97584	100236
10	79285	81937	84589	87241	89893	92545	95197	97849	100501	103153
11	82202	84854	87506	90158	92810	95462	98114	100766	103418	106070
12	85119	87771	90423	93870	96522	99174	101826	104478	107130	109782
13	88036	90688	93340	97582	100234	102886	105538	108190	110842	113494
14	90953	93605	96257	101294	103946	106598	109250	111902	114554	117206
15	93870	96522	99174	105006	107658	110310	112962	115614	118266	120918
16	96787	99439	102091	108718	111370	114022	116674	119326	121978	124630
17	99704	102356	105008	112430	115082	117734	120386	123038	125690	128342
18	102621	105273	107925	116142	118794	121446	124098	126750	129402	132054
19	105538	108190	110842	119854	122506	125158	127810	130462	133114	135766
20	108455	111107	113759	123566	126218	128870	131522	134174	136826	139478
21	111372	114024	116676	127278	129930	132582	135234	137886	140538	143190
22	114289	116941	119593	130990	133642	136294	138946	141598	144250	146902
23	117206	119858	122510	134702	137354	140006	142658	145310	147962	150614
24	120123	122775	125427	138414	141066	143718	146370	149022	151674	154326
25	123040	125692	128344	142126	144778	147430	150082	152734	155386	158038
26	125957	128609	131261	145838	148490	151142	153794	156446	159098	161750
27	128874	131526	134178	149550	152202	154854	157506	160158	162810	165462
28	131791	134443	137095	153262	155914	158566	161218	163870	166522	169174
29	134708	137360	140012	156974	159626	162278	164930	167582	170234	172886
30	137625	140277	142929	160686	163338	165990	168642	171294	173946	176598

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2025-2026

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90
1	54093	56798	59503	62208	64913	67618	70323	73028	75733	78438
2	57068	59773	62478	65183	67888	70593	73298	76003	78708	81413
3	60043	62748	65453	68158	70863	73568	76273	78978	81683	84388
4	63018	65723	68428	71133	73838	76543	79248	81953	84658	87363
5	65993	68698	71403	74108	76813	79518	82223	84928	87633	90338
6	68968	71673	74378	77083	79788	82493	85198	87903	90608	93313
7	71943	74648	77353	80058	82763	85468	88173	90878	93583	96288
8	74918	77623	80328	83033	85738	88443	91148	93853	96558	99263
9	77893	80598	83303	86008	88713	91418	94123	96828	99533	102238
10	80868	83573	86278	88983	91688	94393	97098	99803	102508	105213
11	83843	86548	89253	91958	94663	97368	100073	102778	105483	108188
12	86818	89523	92228	95745	98450	101155	103860	106565	109270	111975
13	89793	92498	95203	99532	102237	104942	107647	110352	113057	115762
14	92768	95473	98178	103319	106024	108729	111434	114139	116844	119549
15	95743	98448	101153	107106	109811	112516	115221	117926	120631	123336
16	98718	101423	104128	110893	113598	116303	119008	121713	124418	127123
17	101693	104398	107103	114680	117385	120090	122795	125500	128205	130910
18	104668	107373	110078	118467	121172	123877	126582	129287	131992	134697
19	107643	110348	113053	122254	124959	127664	130369	133074	135779	138484
20	110618	113323	116028	126041	128746	131451	134156	136861	139566	142271
21	113593	116298	119003	129828	132533	135238	137943	140648	143353	146058
22	116568	119273	121978	133615	136320	139025	141730	144435	147140	149845
23	119543	122248	124953	137402	140107	142812	145517	148222	150927	153632
24	122518	125223	127928	141189	143894	146599	149304	152009	154714	157419
25	125493	128198	130903	144976	147681	150386	153091	155796	158501	161206
26	128468	131173	133878	148763	151468	154173	156878	159583	162288	164993
27	131443	134148	136853	152550	155255	157960	160665	163370	166075	168780
28	134418	137123	139828	156337	159042	161747	164452	167157	169862	172567
29	137393	140098	142803	160124	162829	165534	168239	170944	173649	176354
30	140368	143073	145778	163911	166616	169321	172026	174731	177436	180141

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2026-2027

Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60	MA+75	MA+90
1	55716	58502	61288	64074	66860	69646	72432	75218	78004	80790
2	58780	61566	64352	67138	69924	72710	75496	78282	81068	83854
3	61844	64630	67416	70202	72988	75774	78560	81346	84132	86918
4	64908	67694	70480	73266	76052	78838	81624	84410	87196	89982
5	67972	70758	73544	76330	79116	81902	84688	87474	90260	93046
6	71036	73822	76608	79394	82180	84966	87752	90538	93324	96110
7	74100	76886	79672	82458	85244	88030	90816	93602	96388	99174
8	77164	79950	82736	85522	88308	91094	93880	96666	99452	102238
9	80228	83014	85800	88586	91372	94158	96944	99730	102516	105302
10	83292	86078	88864	91650	94436	97222	100008	102794	105580	108366
11	86356	89142	91928	94714	97500	100286	103072	105858	108644	111430
12	89420	92206	94992	98614	101400	104186	106972	109758	112544	115330
13	92484	95270	98056	102514	105300	108086	110872	113658	116444	119230
14	95548	98334	101120	106414	109200	111986	114772	117558	120344	123130
15	98612	101398	104184	110314	113100	115886	118672	121458	124244	127030
16	101676	104462	107248	114214	117000	119786	122572	125358	128144	130930
17	104740	107526	110312	118114	120900	123686	126472	129258	132044	134830
18	107804	110590	113376	122014	124800	127586	130372	133158	135944	138730
19	110868	113654	116440	125914	128700	131486	134272	137058	139844	142630
20	113932	116718	119504	129814	132600	135386	138172	140958	143744	146530
21	116996	119782	122568	133714	136500	139286	142072	144858	147644	150430
22	120060	122846	125632	137614	140400	143186	145972	148758	151544	154330
23	123124	125910	128696	141514	144300	147086	149872	152658	155444	158230
24	126188	128974	131760	145414	148200	150986	153772	156558	159344	162130
25	129252	132038	134824	149314	152100	154886	157672	160458	163244	166030
26	132316	135102	137888	153214	156000	158786	161572	164358	167144	169930
27	135380	138166	140952	157114	159900	162686	165472	168258	171044	173830
28	138444	141230	144016	161014	163800	166586	169372	172158	174944	177730
29	141508	144294	147080	164914	167700	170486	173272	176058	178844	181630
30	144572	147358	150144	168814	171600	174386	177172	179958	182744	185530

Appendix B

Summer School	1 Period	3 Periods
2016-2017	2300	6901
2017-2018	2326	6979

Appendix C

Hourly Rates

Home Teaching & Evening School	
2016-2017	51
2017-2018	52

Chaperones	
2016-2017	44
2017-2018	45

Summer and Competition Swim

	Pool Manager & Masters Swim Instr.	Head Swim Instructor & Competitive Swim Instr.	Assistant Swim Instructor
2016-2017	51	37	19
2017-2018	52	38	20

HS & JHS After School Detention	
2016-2017	60
2017-2018	61

Appendix D

High School Clubs	Advisors	2017-2018
Yearbook	2	4263
Newspaper	1	5111
Legal Eagles	1	5111
Dramatics	2	2557
AV Coordinator	1	2837
Senior Class Advisor	2	3409
Junior Class Advisor	2	2274
Sophomore Class Advisor	2	1422
Freshman Class Advisor	2	1422
SO	1	1848
Honor Society	1	1279
Vocal	1	2415
Band- Marching Clinic	1	4263
Band- Marching Clinic	1	4263
3 Day Marching Band	4	1135
French Club	1	1135
Spanish Club	1	1135
Science Club	1	1135
Math Club	1	1135
F.H.A. Club	1	1135
F.T.A. Club	1	1135
F.N.A Club	1	1135
F.B.A Club	1	1135
Art Club	1	1135
Industrial Arts Club	1	1135
Chess Club	1	1135
History Club	1	1135

Library Club	1	1135
Literary Club	1	1135

High School Clubs	Advisors	2017-2018
Varsity Club	1	1135
Projection	1	1135
Mechanical Drawing	1	1135
Jazz Ensemble	1	1135
Multicultural Club	1	1135
Council for Unity	1	1135
Weatherbug	1	2270
Robotics	2	2556

High School Plays

Broadway Musical	#	2017-2018
General Director	1	8438
Stage Director	1	3496
Orchestral Director	1	3920
Publicity and House Mgr.	1	1702
Set Design Director	1	1982
Technical Director	1	3496
Makeup Director	1	316
Art Director	1	635
Costume Director	1	635

Rehearsal Pianist	1	316
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Senior Class Play	#	2017-2018
General Director	1	4181
Auditorium Manager	1	5116
Makeup Director	1	316
Business Manager	1	569

Middle School Clubs

	Advisors	2016-2017	2017-2018
Yearbook	1	3094	3129
Newspaper	1	1122	1135
Jazz Ensemble	1	1122	1135
Vocal	2	2038	2061
Band	1	2390	2417
English Club	1	1122	1135
Math Club	1	1122	1135
Social Studies Club	1	1122	1135
Science Club	1	1122	1135
Art Club	1	1122	1135
Home Economics Club	1	1122	1135
Weatherbug	1	1122	1135
NJHS Club	1	1122	1135

Elementary School Clubs

	#	2016- 2017	2017- 2018
Safety	5	986	997
Newspaper	5	986	997
Art	5	986	997
Music	5	986	997
Computer	5	986	997

Appendix E

Guidance Salary Scale
2017-2018

	BA	BA 15	BA 30	BA 45 MA	BA 60 MA15	BA 75 MA 30	MA 45	MA 60	MA75	Dr. MA 90
Step 1	1694	1813	1930	2048	2167	2285	2403	2522	2639	2757
Step 2	1813	1930	2048	2167	2285	2403	2522	2639	2757	2876
Step 3	1930	2048	2167	2285	2403	2522	2639	2757	2876	2994
Step 4	2048	2167	2285	2403	2522	2639	2757	2876	2994	3112
Step 5	2167	2285	2403	2522	2639	2757	2876	2994	3112	3194
Step 6	2285	2403	2522	2639	2757	2876	2994	3112	3194	3348
Step 7	2403	2522	2639	2757	2876	2994	3112	3194	3348	3466
Step 8	2522	2639	2757	2876	2994	3112	3194	3348	3466	3585
Step 9	2639	2757	2876	2994	3112	3194	3348	3466	3585	3703
Step 10	2757	2876	2994	3112	3194	3348	3466	3585	3703	3821
Step 11	2876	2994	3112	3194	3348	3466	3585	3703	3821	3940
Step 12	2994	3112	3194	3348	3466	3585	3703	3821	3940	4057
Step 13	3112	3194	3348	3466	3585	3703	3821	3940	4057	4175
Step 14	3231	3348	3466	3585	3703	3821	3940	4057	4175	4294
Step 15	3348	3466	3585	3703	3821	3940	4057	4175	4294	4412
Step 16	3466	3585	3703	3821	3940	4057	4175	4294	4412	4530

Appendix F

2017-2018 Coaching Salaries

Head Varsity					
	Step 1	Step 2	Step 3	Step 4	Step 5
Basketball-Football	6778	7299	7821	8338	8856
Soccer-Wrestling-Track-Softball Baseball-Volleyball-Lacrosse Gymnastics-Swimming	6214	6731	7252	7772	8291
Bowling-Winter Track-Golf Cross Country-Tennis	4661	5043	5426	5810	6192
Cheerleading-Football	2122	2291	2474	2673	2888
Cheerleading-Basketball	2681	2895	3127	3377	3647
Junior Varsity and Assistant					
	Step 1	Step 2	Step 3	Step 4	Step 5
Basketball-Football Winter Track (women) Tennis (men)-Swimming-Soccer Wrestling-Track-Softball Baseball-Lacrosse	5794	6175	6563	6946	7248
Golf	4379	4765	5148	5535	5914
Assistant Cheerleading-Football	1898	2050	2213	2390	2583
Assistant Cheerleading-Basketball	2454	2650	2861	3092	3338

Daily Compensation Rate for Extended Season: 2017-2018 \$71

7th/8th Grade					
	Step 1	Step 2	Step 3	Step 4	Step 5
Head Football	5157	5540	5930	6345	6705
Reed/Mulligan Competitive Cheerleading	2454	2650	2861	3092	3338
Baseball-Softball-Football-Basketball Cross Country-Tennis-Soccer Girls Track Reed-Girls Track Mulligan Boys Track Reed-Boys Track Mulligan Gymnastics-Volleyball Wrestling-Swimming-Lacrosse	4518	4906	5299	5691	6081

**Additional
Athletics**

Synchronized Swimming	2829
Senior High Intramurals	2401
Junior High Intramurals	2122
5th & 6th Grade Intramurals	2122