

AGREEMENT

between the

SYOSSET CENTRAL SCHOOL DISTRICT

COUNTY OF NASSAU, SYOSSET, NEW YORK

and the

SYOSSET TEACHERS ASSOCIATION

JULY 1, 2017 - JUNE 30, 2020

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SECTION I
PREAMBLE

ARTICLE 1 - AGREEMENT BETWEEN SYOSSET CENTRAL SCHOOL DISTRICT
AND SYOSSET TEACHERS ASSOCIATION

Pursuant to the requirements of Article 14 of the Civil Service Law entitled Public Employees' Fair Employment Law, (hereinafter referred to as the "Taylor Law") to encourage and increase effective and harmonious working relationships between the Board of Education of Syosset Central School District, of the Town of Oyster Bay, Nassau County, New York (hereinafter referred to as "the Board") and professional employees of the School District (hereinafter referred to as "the District") who are represented by the Syosset Teachers Association (hereinafter referred to as "the STA") and to establish the terms and conditions of employment of the professional employees of the District for the period of this Agreement, this Agreement is entered into between the District and the STA. This Agreement shall be effective July 1, 2017 and shall continue in effect on all terms and conditions through June 30, 2020.

SECTION II
RECOGNITION - GRIEVANCE AND PROCEDURES OF NEGOTIATION

ARTICLE 1 - RECOGNITION

For the purpose of collective negotiation, the District and the STA recognize the unit to be as follows:

Included: All certified personnel, including classroom teachers, guidance counselors, librarians, attendance teachers, school psychologists, speech teachers, teachers of sight impaired, coaches and school social workers, whether or not they shall actually be engaged in classroom instruction.

Excluded: All principals and assistant principals, administrative assistants, district coordinators, itinerant teachers, and day-to-day substitute teachers.

The STA affirms that it does not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike.

ARTICLE 2 - RESPONSIBILITIES OF THE BOARD, SUPERINTENDENT AND
THE STA

The STA and the District jointly recognize the legally defined responsibilities and powers of the Board, of the Superintendent and of the STA.

The STA and the District agree that, in consonance with its statutory obligations, the Board establishes District wide policies, and appoints a superintendent who establishes administrative rules and procedures for the District. Thus, both parties to this Contract agree that this Contract, the law, Board policies and administrative rules and procedures govern the educational process of the District.

The STA and the District agree that, in consonance with STA's statutory obligations, the STA represents the faculty within its community of interest, in full and open negotiations with respect to salary, wages, hours and other terms and conditions of employment.

In view of the common goals of the STA and the District for the betterment of education in the District, the Board and the Superintendent have agreed to consult with the STA on matters of mutual educational concern, prior to establishment of policy by the Board and of administrative regulations by the Superintendent.

ARTICLE 3 - OBLIGATIONS UNDER TAYLOR LAW

The parties recognize that the Taylor Law was enacted by the State Legislature to promote harmonious and cooperative relationships between government and its employees and to protect the public by assuring at all times the orderly and uninterrupted operations and functions of government. To effectuate that policy the parties have entered into this Agreement.

ARTICLE 4 - RECOGNITION RIGHTS

The District recognizes the right of the STA, as the exclusive representative of the teachers' unit, to full and open negotiations with respect to salary, wages, hours, and other terms and conditions of their employment.

ARTICLE 5 - TERMS OF NEGOTIATIONS

The parties agree to negotiate on such matters at appropriate times as hereinafter set forth, and in accordance with the requirements of the Taylor Law, and to enter into written agreements determining such salaries, wages, hours, and other terms and conditions of employment.

ARTICLE 6 - NEGOTIATION PROCEDURES

Meetings on successor agreements will be held upon the written request of either the District or the STA to negotiate items relative to wages, hours, and terms and conditions of employment, between representatives of the two parties. Agreements between such representatives shall be subject to ratification both by the Board and by the STA.

Both parties will present their full proposals by December 31, 2019, unless a specified later date is mutually agreed to. Any employee benefits heretofore provided but not provided for herein shall be continued for the duration of this Agreement.

Each party shall provide the other upon request, and in a timely fashion, any and all prepared information, statistics and records necessary for negotiations or for the proper administration or enforcement of the Agreement.

ARTICLE 7 - TEACHERS INTEREST COMMITTEE (T.I.C.)

Each school shall have a teacher interest committee selected by the teachers of the school. The purpose of this committee is to establish a medium of communication between the principal and the staff with the intent of resolving problems pertinent to that school. This committee shall meet with the principal at least once a month upon request of either the committee or the principal.

ARTICLE 8 - LIAISON COMMITTEE

For the purpose of considering other appropriate matters of concern among the Board, the administration, and STA, as provided for in this Agreement, a professional liaison committee is hereby established. The professional liaison committee shall consist of the Superintendent, the Deputy Superintendent, the Director of Pupil Personnel Services, not more than three (3) Principals, the President of the STA, and not more than ten (10)

teachers designated by the president of the STA. Meetings shall be held regularly by mutual agreement to discuss appropriate items of interest. Building level items brought to the attention of the liaison committee shall first have been brought to the attention of the principal concerned.

ARTICLE 9 - GRIEVANCE PROCEDURES

A. Declaration of Purpose

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

B. Definitions

1. A grievance is a claim by any teacher or group of teachers in the negotiating unit based upon any violation, misinterpretation, or misapplication of this Agreement.
2. The term supervisor shall mean any district coordinators, principal, assistant principal, immediate superior, or other administrative or supervisory officer, responsible for the area in which an alleged grievance arises except for the chief executive officer.
3. The chief executive officer is the Superintendent of Schools.
4. STA shall mean Syosset Teachers Association.
5. Aggrieved party shall mean any person or group of persons in the negotiating unit filing a

grievance.

6. Party in interest shall mean the grievance committee of the STA and any party named in a grievance who is not the aggrieved party.
7. Grievance committee is the committee created and constituted by the STA.
8. Hearing officer shall mean any individual or board charged with the duty of rendering decisions at any stage on grievances hereunder.

C. Procedures

1. All grievances shall include the name and position of the aggrieved party, the identity of the provision of this Agreement involved in the said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
2. Except for informal decisions at Stage 1a, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of facts, conclusions and supporting reasons therefor. Each decision shall be promptly transmitted to the teacher and the STA.
3. If the grievance affects a group of teachers and appears to be associated with system wide policies, it may be submitted by the STA directly at Stage 2 described below.
4. The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. All reasonable effort will be made to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure.

5. The District and the STA agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications, and records concerning the alleged grievance.
6. Except as otherwise provided in E 1a and E 1b, an aggrieved party and any party in interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses called against him/her, to testify and to call witnesses on his/her own behalf, and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.
7. No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by the Board or by any member of the administration against the aggrieved party, any party in interest, any representative, any member of the grievance committee or any other participant in the grievance procedure, or any other person by reason of such grievance or participation therein.
8. Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations, and other necessary documents will be jointly developed by the District and the STA. The Superintendent shall then have them printed and distributed so as to facilitate operation of the grievance procedure.
9. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
10. Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance informally adjusted without intervention of the STA, provided the adjustment is not inconsistent with the terms of this Agreement and the STA has been given an

opportunity to be present at such adjustment and to state its views on the grievance. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respect, be final, said adjustment shall not create a precedent of ruling binding upon either of the parties to this Agreement in future proceedings. This informal adjustment procedure shall be in addition to the procedure set forth in paragraphs E 1 and E 4, inclusive.

11. The Superintendent shall be responsible for accumulating and maintaining an official grievance record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes, and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1a, and all written decisions. Official minutes will be kept at District expense of all proceedings on Stages 2, 3, and 4. In Stage 2, the minutes shall be by way of stenographic transcript unless both parties agree to waive such a transcript. A copy of such minutes will be available to the aggrieved party and the grievance committee as soon as practicable after conclusion of the hearings at Stages 2, 3, and 4. Within two (2) days after the minutes are made available, any party in interest may advise the appropriate hearing officer of any claimed error in said minutes. Any such claim of error in the minutes shall become a part of the official grievance record and the hearing officer shall indicate the determination respecting such claimed error. The official grievance record shall be available for inspection and/or copying by the aggrieved party, by the grievance committee and by the District, but shall not be deemed a public record.
12. The existence of the procedure hereby established shall not be deemed to require any teacher to pursue the remedies here provided and shall not in any manner, impair or limit the right of any

teacher to pursue other remedies. With respect to any one grievance, however, a teacher must elect between the procedures here provided and the other remedies available to the teacher, and such election shall be final and binding.

D. Time Limits

1. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended by mutual agreement.
2. No written grievance will be entertained as described below, and such grievance will be deemed waived, unless the written grievance is filed at the first available stage within forty-five (45) school days after the teacher knew or should have known of the act or condition on which the grievance is based.
3. If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
4. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, the parties' representatives and the STA within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

E. Stages of Grievance

1. Stage 1: Supervisor
 - a. A teacher having a grievance will discuss it with the teacher's supervisor, either directly or through a representative, with the objective of resolving the matter

informally. The supervisor will confer with all parties in interest. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.

- b. If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within five (5) school days after the written grievance is presented to the supervisor, he/she shall render a decision thereon in writing, and present it to the teacher, the teacher's representative and the STA.

2. Stage 2: Chief Executive Officer

- a. If the teacher initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1 and wishes to proceed further under this grievance procedure, the teacher shall, within five (5) school days, present the grievance to the STA's grievance committee for its consideration.
- b. If the grievance committee determines that the teacher has a meritorious grievance, then it will file a written appeal of the decision at stage 1 with the chief executive officer within twenty (20) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.
- c. Within ten (10) school days after receipt of the appeal, the chief executive officer or duly authorized representative, shall hold a hearing with the teacher and the grievance committee or its representative and all other parties in interest, and within five (5) school days after the conclusion of the hearing, shall render a decision in writing to the teacher, the grievance committee and its representatives.

3. Stage 3: Board of Education

- a. If the teacher and the STA are not satisfied with the decision at Stage 2, the grievance committee will file an appeal in writing with the Board within fifteen (15) school days after receiving the decision at Stage 2. The official grievance record maintained by the chief executive officer shall be available for the use of the Board.
- b. The Board may determine the appeal based on the record of proceedings and such other written information as the parties may wish to submit. The Board may also conduct a hearing in executive session. If the hearing is to be held, it shall be within twenty-one (21) days after receipt of the appeal. The Board's determination of the appeal shall be within five (5) days after the conclusion of the hearing, or ten (10) days after receipt of the appeal, whichever shall be later.

4. Stage 4: Arbitration

- a. If the teacher and/or the STA are not satisfied with the decision at Stage 3, and the STA determines that the grievance is meritorious and that appealing it is in the best interest of the school system, it may submit the grievance to arbitration by written notice to the chief executive officer within fifteen (15) school days of the decision at Stage 3.
- b. Within fifteen (15) school days after such written notice of submission to arbitration, the chief executive officer or designee, and the STA, will agree upon a mutually acceptable arbitrator competent in the area of the grievance, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a

list of arbitrators will be made to the American Arbitration Association.

- c. The selected arbitrator will hear the matter promptly and will issue the decision not later than fourteen (14) calendar days from the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted. The arbitrator's decision will be in writing and will set forth findings of fact, reasoning and conclusion on the issues.
- d. The arbitrator shall confine the decision to the application and interpretation of this Agreement, and shall be without power or authority to make any decision (1) which is contrary to or inconsistent with the terms of this Agreement, (2) on any matter not included in this Agreement or (3) which violates any provision of law or of any rule or regulation having the force and effect of law.
- e. If made in accordance with the arbitrator's authority and jurisdiction under this Agreement, the decision of the arbitrator shall be final and binding upon all parties with respect to all matters submitted to the arbitrator, except for grievances arising under paragraphs in Section III, Article 4B, and in Section IV, Article 13, 14, 15, 16, 18, and 19 of this Agreement, on which the decision of the arbitrator shall be advisory only.
- f. It is the current intent of the District to continue the policies expressed in paragraphs in Section III, Article 4B, and in Section IV, Article 13, 14, 15, 16, 18, and 19 of this Agreement unchanged for the duration of this Agreement. However, in the event that circumstances warrant a change in such policies, the District will advise the STA regarding the nature of the

contemplated change or changes, and if the STA requests, the parties will discuss and attempt to agree on the changes. If the STA believes it is aggrieved by any such instituted change, it may proceed directly to arbitration beginning with Stage 4, provided, however, that the determination of the arbitrator in Stage 4 shall be advisory only and shall not be binding upon either party.

- g. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the District and the STA.

ARTICLE 10 - TEACHER AND ASSOCIATION RIGHTS

The STA shall be given a place on the agenda of building faculty meetings for the purpose of making announcements. The time for such announcements shall be a matter of agreement between the building representative for STA and the administrator of each school.

The STA and all STA building representatives shall have the right to conduct STA business in the schools, provided it does not interfere with their individual instructional obligations or the total instructional program.

The STA, shall have the right to place notices, circulars, and other materials in the teachers' mail boxes. Copies of all such material will be given to the building principal, but his/her advance approval will not be required.

There will be one bulletin board in each school building which will be placed in the faculty room for the purpose of displaying notices, circulars, and other STA material. Copies of all such material will be given to the building principal, but his/her advance approval will not be required.

The use of mail delivery service employed by the District will be available to the STA.

The STA, as the recognized representative agent, will be given a place on the agenda of the orientation program for new teachers.

One building representative from each of the schools and the executive committee members of the STA will be assigned a schedule free of homeroom and building assignments. It is understood that the remainder of the teaching staff in each school and building will assume responsibility in rotation so that all duties will be covered.

Where feasible, the teaching schedules for the executive committee members of the STA will be arranged by the Superintendent to facilitate STA related matters with the administration. In non-election years it will be the responsibility of the STA President to present to the Superintendent by May 30 a list of the officers and executive committee members in order to facilitate scheduling arrangements for the following school year. In election years this duty will be performed as soon as possible after the results of the election are tabulated.

The president of the STA will be relieved of teaching duties for a block of time for the purpose of performing STA-related duties which must be affected during the school day. This schedule will be reviewed prior to each school year in order to evaluate and determine its continuance.

ARTICLE 11 - STA DUES

The District agrees to deduct from teachers' salaries dues for the STA, the New York State United Teachers, and the American Federation of Teachers, upon filing with the District dues deduction authorization cards signed by individual teachers, the forms of said cards to be mutually agreed upon by the District and the STA.

An authorization by a teacher for dues deduction shall become effective as of the next regular payment of salary or wages occurring not earlier than fifteen (15) days subsequent to the date of filing such authorization, and shall continue in effect until five (5) days subsequent to the date on which (a) the teacher shall file a written revocation of such authorization on a form to be mutually agreed upon by the District and the STA: (b) the teacher shall cease to be employed by the District: (c) the teacher shall become employed by the District in a position included in a different negotiating unit.

Whenever a teacher shall authorize the deduction and

payment of dues to the STA, the New York State United Teachers, and the American Federation of Teachers, no such deduction or payment shall be made by the District until and unless the STA shall file with the District a written order, in the manner and on a form to be mutually agreed upon by the District and the STA, stating the amount of dues to be deducted and paid on account of such teacher; whenever the District shall deduct and pay over any such authorized amounts to the designated organization, the District shall not be liable to see to the proper application of such funds by such organization or its officers or agents.

The STA shall certify to the District in writing the current rate of membership dues of each of the associations named above. The STA will give the District thirty (30) days' written notice prior to the effective date of any change in dues.

The dues deduction referred to in this Article shall be made in installments during the school year as shall be specified by the STA in writing.

No later than November 1 of each year, the District shall provide the STA with a list of those teachers who have on file with the District effective dues deduction authorization cards. The District shall notify the STA monthly of all changes in said list.

ARTICLE 12 - AGENCY FEE DEDUCTION

Every member of the negotiating unit who is not a member of the STA shall pay to the STA an agency shop fee deduction ("agency fee"). The agency fee shall be paid in the same manner as the dues "check-off." The agency fee shall continue in effect until (a) the teacher shall cease to be employed by the District; (b) the teacher shall become employed by the District in a position included in a different negotiating unit.

Whenever the District is required to deduct and pay over an agency fee, no such deduction or payment shall be made by the District until and unless the STA shall file with the District a written order, in the manner and on a form to be mutually agreed upon by the District and the STA, stating the amount of the agency fee to be so deducted and paid on account of such teacher whenever the District shall deduct and pay over any such authorized amounts to the STA, the District shall not be liable

to see to the proper application of such funds by the STA or its officers or agents.

The STA shall certify to the District in writing the current rate of agency fee. The STA will give the District thirty (30) days' written notice prior to the effective date of any changes in the agency fee.

The agency fee deductions referred to in this Article shall be made in installments during the school year as shall be specified by the STA in writing.

The STA agrees to save and hold harmless the District from all loss, expenses, damages, costs and attorneys' fees that may accrue as a result of the aforesaid agency fee provisions, by reason of any action or suits brought against the District by an employee in the unit aggrieved by the implementation of said agency fee provisions.

Furthermore, the STA will participate in all legal actions or proceedings brought which relate to the aforesaid agency fee provisions to the fullest extent possible. Representation of STA by attorneys retained by New York State United Teachers and/or direct participation by the STA will be deemed as fulfilling the conditions of this paragraph.

ARTICLE 13 - VOTE/COPE CONTRIBUTIONS

The District agrees to deduct from teachers' salaries an amount of money for Vote/Cope contributions. Teachers, on a voluntary basis will sign deduction authorization forms for this purpose, in a form similar to that used for dues deductions. The procedures utilized for this deduction shall be the same as those set forth for dues deductions.

ARTICLE 14 - GENERAL

If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, such findings shall not affect, impair or invalidate the remainder of this Agreement, but shall be confined to such provisions directly involved in the controversy in which such invalidity was determined.

The District and the STA will take such actions as may be necessary in order to give full force and effect to the

provisions of this Agreement.

This Agreement shall supersede any rules, regulations or practices of the Board and Superintendent, which shall be contrary to or inconsistent with its terms.

Nothing herein contained is intended to, nor shall it be interpreted to, bridge or violate the rights and obligations accorded to or imposed upon the respective parties by the Education Law of the State of New York.

Copies of this Agreement shall be reproduced and a copy given to each teacher, the cost thereof to be shared equally by the District and the STA.

SECTION III CONDITIONS OF EMPLOYMENT

ARTICLE 1 - COMPENSATION OF TEACHERS

The parties have negotiated concerning salaries, fringe benefits and other matters affecting the compensation of the teachers for services rendered to the District. The results of said negotiations are hereinafter set forth in this section.

2017-2018 School Year: Effective July 1, 2017, the salary schedule in effect on June 30, 2017 shall be increased by one percent (1%). Step increment for the 2017-2018 school year shall be granted to eligible unit members effective July 1, 2017 (or February 1, 2018, in the case of those unit members entitled to the award of increment on February 1st of the school year).

2018-2019 School Year: Effective July 1, 2018, the salary schedule in effect on June 30, 2018 shall be increased by one percent (1%). Step increment for the 2018-2019 school year shall be granted to eligible unit members effective July 1, 2018 (or February 1, 2019 in the case of those unit members entitled to the award of increment on February 1st of the school year).

2019-2020 School Year: Effective July 1, 2019, the salary schedule in effect on June 30, 2019 shall be increased by one-half percent (0.5%). Step increment for the 2019-2020 school year shall be granted to eligible unit members effective July 1, 2019 (or February 1, 2020, in the case of those unit members entitled to the award of increment on February 1st of the school year).

The foregoing increases shall be applicable to any other compensation rates in the parties' Agreement. The "step increment" for any teacher presently on "half-step" increment placement for the 2016-2017 school year shall be calculated as the arithmetic midpoint (mean) between the next two steps on the salary schedule. For example, someone appointed to the half-step placement between Steps 5 and 6 will be granted increment equal to the midpoint between Steps 6 and 7.

The salary schedules as agreed upon between the parties are annexed hereto as Appendix 1.

A. Advancement on Salary Schedule

In order to receive credit for advancement from one salary schedule to a higher salary schedule for graduate study, prior approval forms must be filed with the Deputy Superintendent. If courses are for completion of a degree program, prior approval is needed only for the program and not for each course. If the courses are not related to a degree program, all individual courses will need prior approval. Prior approval further applies to all undergraduate courses.

In the event that a teacher fails to apply for prior approval for any course the teacher would like to utilize for the purpose of advancing on the salary schedule, the teacher may nevertheless submit these credits for approval at any subsequent time. The District will only accept these credits if they meet the standards for prior approval in effect at the time the credits are submitted. The District reserves the right to deny approval for courses that fail to meet the then current standards for prior approval even if these courses will have been approved had they been submitted for approval before the course was taken. These credits, once approved, may be used solely for the purpose of future advancement on the salary schedule, and the District will have no obligation to pay for any money lost due to a teacher's failure to submit the credit(s) for prior approval in a timely fashion.

All teachers granted a temporary or probationary position for September, 1982 or thereafter on Schedule

B shall be given credit for college course work above the Master's Degree only for graduate courses taken subsequent to the date of the granting of the Master's Degree. Up to ten (10) in-service credits taken while employed by the District may be applied to the MA + 15 column even though they were taken prior to the date of granting of the Master's Degree. Subsequent in-service and graduate credits must meet the requirements set forth in Section IV, Article 12, pages 41-44 (previous service as a substitute teacher does not apply).

In order to advance from the MA+60 column to the MA+75 column or from the Doctorate to the Doctorate +15 column, 9 of the required 15 credits may be from in-service and 6 shall be from university based courses. Credits for advancement to these columns must be earned subsequent to July 1, 1989.

Salary advancement from one column of a salary schedule to the next may take place only at regularly scheduled intervals. Effective September 1, 2010, horizontal movement on the schedule shall be limited to one step per fiscal year. When courses have been successfully completed, or a degree earned for advancement, placement on the higher schedule will take place as follows:

On September 1, after conclusion of summer sessions, provided application is received in personnel office prior to September 1 and the official transcript is received in the Superintendent's office by November 1.

On February 1, after conclusion of the fall semester, provided application is received in personnel office prior to February 1 and the official transcript is received in the Superintendent's Office by March 15.

On September 1, after conclusion of the spring semester, provided application is received in personnel office prior to September 1 and the official transcript is received in the Superintendent's Office by September 1.

The above dates will apply, provided that the degree or transcripts are submitted to the Superintendent's

Office, as well as the form used for applying for the advancement in salary schedule. Where change in salary is based upon completion of courses, official transcripts are to be sent directly to the Superintendent's Office by the college or university, at the request of the student. All courses taken subsequent to the granting of the Bachelor's Degree should be taken within a specific discipline or in appropriate related fields in order to receive approval for salary credit.

B. Increments

Teachers hired between July 1, and January 31, will receive anniversary increments effective July 1.

Teachers hired between February 1, and June 30 will receive anniversary increments effective February 1.

The Board specifically reserves the right, as a condition of the approved salary schedule, to withhold a scheduled salary increment or a salary increase in the case of an employee not otherwise entitled to a salary increment, where authorized by law, on the recommendation of the Superintendent. It is understood that such withholding is subject to review under the grievance procedures.

Whenever a teacher with a February 1 anniversary increment remains at a maximum salary step for seventeen months or more, the increment date shall change to July 1. The anniversary date for longevity shall remain February 1.

C. Prior Service Credit

Military Service: A maximum of one year's credit will be granted at time of employment for military service. To be eligible for this credit an applicant must have served at least one (1) full year in the Armed Forces of the United States.

D. Prior Teaching Service

Credit for prior years of teaching may be granted up to a maximum of ten (10) years. This credit may be

given for equivalent public or private school experience for all teachers hired in the District.

E. Related Experience

Credit for related experience may be granted by the Superintendent at time of appointment.

F. Placement on Salary Schedule

Placement on a salary schedule is set at the time of employment. Teachers' salary schedule A shall apply to all teachers permanently employed prior to June 30, 1978. Teachers' salary schedule B shall apply to all teachers permanently employed after June 30, 1978.

The step and the column depend upon educational preparation, full-time teaching experience and related experience as evaluated by the Superintendent of Schools. The evaluation is based upon the information as set forth by the candidate upon application for the position, verified by the Superintendent's Office. It is incumbent upon the newly appointed teacher to furnish official transcripts, degrees, New York State Certificate and military discharge, where indicated, as soon after appointment as possible, but no later than November 1, of the current year, to substantiate salary placement. On November 1, the file of each newly appointed teacher is audited for these documents. If they have not been provided, it will become necessary to reevaluate the salary placement giving credit for only such employment and study that has been substantiated. Teachers' salary schedules will be distributed annually to each member of the staff after they have been adopted by the Board.

Degree holding teachers hired on or after July 1, 1965 can go only to the 11th step on the B.A. and B.A.+15 schedules and to the 12th step on the B.A.+30 schedule.

Staff members who began employment on or after July 1, 1978 shall not be eligible for columns E (B.A.+45) and F (B.A.+60).

G. Field Trip and Extracurricular Activity Supervision

The compensation for chaperoning activities shall be as follows:

Chaperoning fees will be determined as follows: effective September 1, 2017, the 2016-2017 rates will be increased by 1%; effective September 1, 2018, the 2017-2018 rates will be increased by 1%; effective September 1, 2019, the 2018-2019 rates will be increased by 0.5%.

2017-2018 - \$30.88 per hour
2018-2019 - \$31.19 per hour
2019-2020 - \$31.35 per hour

Teachers who accompany children on overnight field trips will do so on a voluntary basis. They will have the right to recommend exclusion from the trip for those children whose presence they feel would be detrimental to the health and safety of all involved.

1. Teachers who accompany students on overnight field trips on days when school is in session will be compensated at the rate of \$119.45 per day per trip during 2017-2018; \$120.64 during 2018-2019; and \$121.24 during 2019-2020.
2. Teachers who accompany students on overnight field trips on days when school is not in session shall be compensated at the rate of \$149.31 per day per trip during 2017-2018; \$150.80 during 2018-2019; and \$151.55 during 2019-2020.
3. Teachers who accompany students on overnight field trips which includes days when school is in session and days when school is not in session shall be compensated at the per day rate to a maximum of \$1193.21 during 2017-2018; \$1205.14 during 2018-2019; and \$1211.17 during 2019-2020.
4. Teachers assigned to the supervision of extracurricular activities on days when school is in session (except those who serve without pay as noted in Article 2, Secondary Weekly Work Assignments) shall be compensated at the rate of \$29.84 per hour up to a maximum of \$119.14 during 2017-2018; \$30.14 to a maximum of \$120.33 during

2018-2019; and \$30.29 to a maximum of \$120.93 during 2019-2020.

5. Teachers assigned to the supervision of extracurricular activities on days when school is not in session shall be compensated at the rate of \$29.87 per hour to a maximum of \$149.32 during 2017-2018; \$30.17 to a maximum of \$150.81 during 2018-2019; and \$30.32 to a maximum of \$151.56 during 2019-2020.

The compensation for each year will be:

2017-2018	-	\$123.60,	\$154.46,	\$1234.44
2018-2019	-	\$124.84,	\$156.00,	\$1246.78
2019-2020	-	\$125.46,	\$156.78,	\$1253.01

H. Payment Procedures: 21 and 26 Payment Options

Teachers may elect to receive their salaries on either a 21 or 26 payment basis. Teachers electing the 21 payment basis must file their request in writing with the Business Office Payroll Department during June of the preceding year. Under the 21 payment plan, teachers will be paid 21 times on alternate Fridays throughout the year. Teachers who elect the 26 payment plan will be paid 21 times on alternate Fridays throughout the year, each payment constituting 1/26th the annual contract salary, plus a payment on the last day of school equivalent to 5/26th the annual contract salary.

I. Direct Deposit

Effective until June 30, 2018, the District provides the option of direct deposit for all unit members. This includes all transactions for which the receiving institutions are capable of receiving electronic transfers. The District agrees never to withdraw funds from these accounts. All unit members shall be paid via direct deposit, effective as of July 1, 2018.

J. Tax Sheltered Annuities

The District agrees to offer any TSA (Section 403(b)) product recommended by the majority of the TSA

committee's members. The District may require that unit members sign a save-harmless agreement for products or companies added on or after July 1, 1998.

K. Extended Library Services

The STA recognizes the District's right to provide extended library services at the High School. The District shall seek to provide these services through the use of qualified unit members before utilizing non-unit personnel. The hourly rate for unit members shall be the same as that paid to driver's education teachers.

L. Mentor/Intern Coordinator

The person selected by the District, after consultation with the Association, to serve as the Mentor/Intern Coordinator under the Mentor/Intern grant shall be provided with a 1/5 released time from instructional duties except in the case of a laboratory science teacher, which would be equal to .333, for the purpose of fulfilling the coordinator's duties. All costs associated with this reduced teaching load shall be funded by the grant rather than the District.

M. Driver Education

Effective July 1, 2017, the hourly rate for Drivers Education Instructors will be \$46.79. Effective July 1, 2018, the rate will be \$47.26, and effective July 1, 2019, the rate will be \$47.50.

ARTICLE 2 - TEACHERS' HOURS AND ASSIGNMENTS

The effective utilization of personnel and time being major factors in the improvement of instruction, carefully designed proposals from members of the professional staff as individuals or committees for innovative utilization of time or restructuring of schedules will be welcomed. Such proposals shall include carefully defined goals to be achieved by such innovation and a proposed evaluation instrument for such innovation, prior to approval for experimental implementation.

It is understood that the specific times of assignment may

have to change if the organizational pattern of teaching is changed by the administration after consultation with the STA and the total staff.

The District and the STA recognize that full utilization of the certification and seniority status of the staff will be implemented in any reorganization program with such action within the appropriate regulations and statutes.

Except as noted in Section III, Article 2 (B) below, all teachers within the system will carry out a working day within a seven (7) hour time period as stipulated for the various positions within the various divisions in the Superintendent's Administrative Regulations. Teachers will use professional judgment in carrying out professional activities during non-scheduled teaching time.

In order to provide efficient school operation, teachers are required to signify arrival and departure to and from school buildings on a daily basis; no time sheet or other device for systematic recording time of arrival or departure will be used. Teachers may leave on Fridays and on days before holidays as soon as dismissal of students has been completed. Teachers may leave the building at times other than non-duty lunch periods subject to the approval of the building principal.

A. Elementary Weekly Work Assignments

Teachers are responsible for all areas of teaching except those subjects specifically designated by the Superintendent to be taught by teachers of special subjects.

In order to preserve teachers' opportunities for collaboration and parent contact, the District will make every reasonable effort to ensure substitutes are available for special classes at the elementary level.

Classroom teachers will not be required to remain in the library solely to maintain discipline or to sit by as idle spectators.

Each classroom teacher in grades one through five will have classroom teaching assignments of no more than 22 1/2 hours per week and will have an average of three (3) hours per week of preparation time. The

Superintendent will assign staff in such a way as to provide for an average of three (3) hours per week of preparation time for elementary special teachers and for kindergarten teachers.

All teachers will escort students to their designated lunchtime activity and will leave when the children are settled.

Each teacher shall receive at least 55 minutes per day for an uninterrupted lunch, unless an emergency arises and the teacher is "on call." The "on call" teacher shall be on duty in the lunchroom and/or playground until all the children are settled and shall return to duty for the last ten (10) minutes of each lunch period. There shall be no other lunchtime duty for teachers.

Aides shall be employed by the District to stand lunchtime duty, including playground duty at lunchtime. All teachers will escort students to their designated lunchtime activity and will leave when the children are settled. Every effort will be made by the District to make substitute aides available.

The District shall have the right to utilize volunteers for duty during student lunch periods in the elementary schools. Persons so assigned will be paid an amount equal to the rate for emergency classroom coverage in the secondary schools for each 30 minute period served.

Teachers may be assigned to arrival and dismissal duty as needed. In scheduling these duties, the principal will consult with a teacher-appointed committee; the final determination will be made by the building principal.

Elementary school teachers shall be responsible for attending three (3) night sessions per school year. At least one (1) of these nights shall be for parent conferencing. In addition, they shall be responsible for attending up to a total of three (3) hours of parent conferences scheduled after regular school hours during the fall and spring.

Effective July 1, 2014, evening parent conferences

shall be no longer than three (3) hours in duration and shall be scheduled to end no later than 8:00 p.m.

Consistent with the requirements of the instructional program, the administration will make its best effort to develop schedules for art, music, and physical education which provide appropriate preparation time within the school day.

In addition to his/her regularly scheduled assignments, each unit member shall be responsible for providing 40 consecutive minutes of extra help to students, one day a week, between 8:30 - 9:10 a.m., on a specific day of the week to be determined in consultation with his/her immediate supervisor or designee.

The District shall have the right to assign volunteers, only from among the tenured faculty, to work up to an additional .3 assignment (.33 in science). The rate of remuneration for each person shall be determined by multiplying his/her annual salary (based salary plus longevity) by 1.X, with the "X" being the percentage of additional teaching load being covered.

B. Secondary Weekly Work Assignments

Each classroom teacher in grades six through twelve will have classroom teaching assignments of no more than 17 1/2 hours per week and will have an average of 3 1/2 hours per week of preparation time.

Each classroom teacher in grades six through twelve shall receive a duty-free lunch period each day, during a regularly scheduled student lunch period, consisting of one full period and shall be assigned to no more than 3 1/2 hours of building assignment duty per week.

There shall be no more than one (1) teacher on duty in each lunchroom to coordinate the activities of lunchroom aides; any teacher on such lunchroom duty shall not be given other building assignments.

Secondary school teachers shall be responsible for

attending three (3) afternoon or evening sessions per year. Those three (3) sessions shall include an open house and either one (1) or two (2) afternoon or evening parent conferences. In the case of a teacher who is relieved by the principal from attendance at the open house or one (1) or more parent conference sessions, for each session excused, the teacher shall be required to supervise, without pay, one (1) equivalent extra-curricular activity event. The event shall be one which is scheduled Monday through Thursday (excluding eves of holidays).

Effective July 1, 2014, evening parent conferences shall be no longer than three (3) hours in duration and shall be scheduled to end no later than 8:00 p.m.

Each classroom teacher in grades six through twelve may be responsible for the supervision of a homeroom in accordance with assignments designated by the building principal.

In addition to his/her regularly scheduled assignments, each unit member shall be responsible for providing 40 consecutive minutes of extra help to students, one (1) day a week. The teacher shall determine the specific day of the week and the time, i.e., before or after school, at the teacher's discretion, in consultation with his/her immediate supervisor. It is understood that this is beyond the 7 hour day in Section III, Article 2, 4th paragraph above.

The District shall have the right to assign volunteers only from among the tenured faculty, to work up to an additional .3 assignment (.333 in science). The rate of remuneration for each person shall be determined by multiplying his/her annual salary (base salary plus longevity) by 1.X, with the "X" being the percentage of additional teaching load being covered.

Effective July 1, 2007, the District shall give up the seven hours previously negotiated between the District and the Association for the purpose of staff development. In place thereof, the District will receive three (3) hours per year for the purpose of

test grading from teachers in the elementary and middle schools. All hours used for test grading will occur during non-instructional times between September 1 and June 30, excluding: Mondays and Fridays, days before school holidays, school holidays and weekends. An additional parent-teacher conference will be held during the second semester from 5:00 p.m. to 7:00 p.m. in the high school.

Effective July 1, 2014, an additional parent-teacher conference will be held during the second semester from 5:00 p.m. to 7:00 p.m. in the middle school.

ARTICLE 3 - TEACHER BENEFITS

A. Life Insurance

Life insurance has been approved by the District for all regularly employed teachers in accordance with Appendix 3. Teachers must be employed half-time or more in order to qualify.

B. Health Insurance

The New York State Health Insurance Plan is the official group coverage for teachers of the District. The Association shall not unreasonably withhold its consent to substitute comparable coverage which the District may propose to provide. The STA may reasonably withhold consent if the proposed coverage does not provide employees who retire with the protection currently provided by law to retirees under the current Empire Plan. Part of the cost of the premium for the plan is paid by the District in accordance with Appendix 4. A teacher's rate for contribution for health insurance during active employment shall be 20% of the cost but will pay a varying premium amount depending upon which of the two (2) options (NYSHIP Empire Plan or HIP) is chosen under the plan. A teacher who is already covered by health insurance through a policy held by a husband or wife may decline to become part of the District's group coverage. Effective September 1, 2004, in accordance with NYS regulations and laws and District policies and practices, the availability of Partner

Health Insurance will be extended to current employees into retirement. Teachers will be given an opportunity to join the New York State Health Insurance Plan in accordance with its regulations.

C. Health Insurance Declination Payment

A teacher who has participated for one (1) consecutive year in any group health insurance option made available by the District and who declines any coverage, individual or family, shall be paid one-half of the contribution the District would have paid had the teacher not declined. For unit members hired on or after October 22, 2014, the amount of the health insurance declination payment shall be reduced to the flat-dollar amount of \$1,500 for the declination of individual coverage, and the flat-dollar amount of \$3,000 for the declination of family coverage. The payment shall be made annually as additional salary and will be paid as a separate check during the spring semester of the corresponding school year.

D. Dental Insurance

Dental insurance has been approved by the District for all regularly employed teachers as detailed in Appendix 4. Part of the cost of the premium for this insurance is paid by the District.

E. Disability Insurance

Disability Insurance has been approved by the District for all regularly employed teachers as detailed in Appendix 3. Part of the cost of the premium for this insurance is paid by the District.

F. Retirement Incentive Program

A retirement incentive program has been approved by the District for all regularly employed teachers as detailed in Appendix 5.

G. Absences - Personal Illness

1. This section is adopted pursuant to the obligations of the District under the appropriate Education Law.

2. All employees of the District will, with the approval of the Superintendent and subject to review by the Board, be granted sick leave up to 150 working days in the case of a tenured teacher and 90 working days in the case of any other teacher from the inception of an illness. No deductions from salary will be made by absence due to personal illness unless specific disapproval by the Superintendent or by the Board is indicated to the employee and to the Payroll Department.
3. Employees normally will not be required to furnish a doctor's certificate for each absence for personal illness.
4. If a doctor was consulted or was in attendance in connection with a specific illness, this fact should be stated on the absence report. Absence for illness reports should therefore read as follows: either "personal illness, doctor not required;" or "personal illness, Dr. (name) visited (or in attendance)."
5. If the District believes a unit member is absent an excessive number of times due to illness, or appears to be unnecessarily over-utilizing leave privilege, the Deputy Superintendent, or central office administrator may meet with the affected unit member to discuss the District's concerns. The unit member shall be permitted union representation during the meeting. The District may require the unit member to undergo a medical examination, by a physician, appointed and compensated by the Board to determine the employee's physical fitness for the particular work assignment.
6. In the event of a determination of inappropriate use of leave privileges, the unit member may be required to submit a physician's certification of illness for all future absences, or to submit an affirmation (in the form appended hereto as Appendix 10) attesting to the illness, in the event that a physician was not consulted, respecting the future illness that led to the future absence. Such requirement shall

terminate after 12 months unless the District has determined that there has been a further inappropriate use of leave privilege after following the procedures set forth in paragraph 5. If such a determination is made, the requirement may be continued for up to an additional 12 months.

7. In the discretion of the Deputy Superintendent or other central office administrator, unit members absent for five (5) consecutive days may be required to provide medical documentation, which shall include a physician's diagnosis, treatment plan and prognosis, including a statement of the probable length of disability. The District may require the employee to undergo a medical examination by a physician appointed and compensated by the Board, to determine the employee's physical fitness for the particular work assignment. This also applies to post-delivery absences in the case that an extension of sick leave is required after the medical standard 6-8 week period.

H. Religious Observance

The Superintendent may excuse from duty, without loss of salary, teachers who are absent from duty for the purpose of religious observance. Requests for such approved absence should be made well in advance in accordance with the Superintendent's rules and procedures, and shall specify the nature of the religious obligation. Absences for this purpose shall be permitted only for religious obligations which cannot be discharged outside of normal working hours.

I. Domestic Partnerships

Effective July 1, 2007, a domestic partner will be treated like a spouse for the purpose of health insurance, life insurance, and dental insurance.

J. "Full Flex 125 Plan"

Effective July 1, 2007, the District will implement a Full Flex 125 Plan. The District will assume only the costs for Plan administration, and members of the Association will be responsible to fund the Plan.

K. National Certification

Effective July 1, 2007, annual salary will be increased by \$1,000 for any unit member who achieves, or has achieved, national certification.

ARTICLE 4 - LEAVES

A. Temporary Leaves of Absence

It is understood, barring real emergencies, a teacher's first duty is to fulfill the obligations to the District. The Board has authorized the Superintendent to excuse from duty, up to a maximum of five (5) days per school year without loss of salary, teachers who are absent from duty by reasons of emergency business, i.e., business that could not have been postponed to a non-school day. In the event the five (5) days for absence have been used, provision may be made at the discretion of the Superintendent, to allow one (1) additional day's leave for "serious illness" in the immediate family. In such cases, an appropriate reduction of one (1) additional day of leave for serious illness in the immediate family shall be made upon reemployment of the teacher during the following year. The action of the Superintendent in approving or disapproving a request for such temporary leave shall be in accordance with the rules and procedures promulgated by the Superintendent. In authorizing the Superintendent to pay the salary of a teacher who is absent on temporary leave, the Board has not allocated a certain number of "days off" which are the property of, to be used or not, at the discretion of a teacher. The Superintendent shall have the discretion to judge, in each individual case, whether or not a temporary leave of absence was for sufficiently compelling reason to warrant (a) payment of salary when absent from duty, and (b) payment (in most cases) of the salary of a substitute. In judging request for temporary leave of absence, therefore, the Superintendent asks such questions as: "Is the matter really business or pleasure?" "Could it have been planned for outside working hours?" In the final analysis the request must be based on the absolute

necessity of the teacher's absence, the emergency, and the seriousness of the family or business involved. If the need for such absence be known in advance, request for absence without the loss of salary should be made in advance. If, in an emergency situation, such a request cannot be made, the request for excused absence should be made within 24 hours of the return to duty, using the same procedure. Requests must be submitted to the principal of the school or department head who will approve or disapprove and forward approved requests to the Superintendent for final approval.

Subject to the final approval of the Superintendent, permission for absence with no loss of salary may be granted for the following reasons, based upon the definitions and interpretations listed below:

Typical Approvable Reasons for Temporary Leaves of Absence:

1. Serious illness in family.
2. Death in family, or death of a friend.
3. Graduation ceremony of a family member.
4. Mandated court appearance.
5. Title closing in connection with purchase of home or property.
6. Automobile accident or breakdown with no alternate transportation readily available, or other emergency situation.
7. Taking his/her child to college.
8. Attending the wedding of a family member or close personal friend.
9. Conference with child's teacher.
10. Picking up child from college.

Typical Non-approvable Reasons for Temporary Leaves of Absence:

1. Seeing a child in a play or other performance.
2. Accompanying husband or wife on a business trip or vacation.
3. Appointment with a lawyer, accountant, or physician which could be held on a weekend or after school hours.
4. Granting of days for marriage.
5. Delayed return flight or ship embarkation which was within the teacher's control.

In no case shall the teacher be required to explain in detail the reasons for temporary leave of absence. A teacher need only state general reasons as outlined under typical approvable reasons for temporary leaves of absence except that, one (1) personal business day per school year may be taken without the teacher stating a general reason provided that such personal business day is not taken on a day that is adjacent to a weekend, holiday or recess period unless otherwise approved by the administration.

B. Bereavement Leave

Effective November 17, 2014, teachers shall be entitled to three (3) days off with pay in the event of death of an immediate family member. "Immediate family member" for the purpose of this bereavement leave provision only shall be defined as spouse, child, parent, sibling, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law or other family member residing in the home.

In the event that death of an immediate family member requires the teacher to be absent for more than three (3) days, unit members may utilize a maximum of two (2) personal business days per year. If the unit member has no personal business days available,

provision may be made at the discretion of the Superintendent, to allow up to two (2) additional personal business days of leave. In such case, an appropriate reduction of up to two (2) days leave shall be made upon reemployment of the teacher during the following year.

C. Professional Leave of Absence Without Pay

1. Professional leave of absence of one (1) year's duration may be granted without pay upon the recommendation of the Superintendent to teachers who have been granted tenure. Applicants for a professional leave of absence should apply in writing to the Superintendent.
2. In order to be eligible for a professional leave of absence, a teacher:
 - a) must have attained tenure in the District.
 - b) must be employed in a college or university in the field directly related to the teaching assignment, or must do research, write a book, or engage in other activities that will add to the teacher's proficiency in the District.
 - c) must submit application by May 1 of the year prior to the year for which request for leave is being made. Effective July 1, 2010, except in the case of extreme hardship occurring after this date, applications for extensions of leaves of absence must be received by the District by May 1.
3. Exchange programs, foundation grants, fellowships, government sponsored programs of Vista and Peace Corps:

The District encourages teacher participation and involvement in recognized programs of teacher exchange, foundation grants, fellowship appointments and government sponsored programs of

Vista and Peace Corps. Before applying, however, teachers should have successfully completed their probationary service.

Teachers who are selected for any of the above mentioned programs which shall involve a professional leave of absence without pay, shall confer with the Superintendent in advance of the participation regarding a written report to be submitted within six (6) months of returning to professional duties in the District. Leave will be granted subject to the approval of the Superintendent for a period usually not to exceed one (1) year. Effective July 1, 2010, except in the case of extreme hardship occurring after this date, applications for extensions of leaves of absence must be received by the District by May 1.

D. Personal Leave of Absence Without Pay

Personal leave of absence without pay, not to exceed the current year, may be granted to teachers in extreme cases of family hardship or for child care purposes. A letter must be submitted to the Superintendent indicating the reason for the request. The Superintendent will recommend individual cases to the Board for consideration and action. Leave will be granted subject to the approval of the Superintendent for a period usually not to exceed one (1) year.

Extension of leaves of absence without pay may be granted at the recommendation of the Superintendent and subject to the approval of the Board. Effective July 1, 2010, except in the case of extreme hardship occurring after this date, applications for extensions of leaves of absence must be received by the District by May 1. Such extension would be considered provided the teacher on leave is not needed to fill a vacancy in his/her certification area for the coming school year.

SECTION IV
GENERAL

ARTICLE 1 - DUTIES AND RESPONSIBILITIES

Teachers are directly responsible to the principal of the school(s) to which they are assigned. They shall be subject to all Board bylaws and policies, and to such regulations as may be formulated by the Superintendent, and to the school rules and regulations formulated by the principal.

ARTICLE 2 - TEACHERS' PERSONNEL FILES

Each teacher shall have the right, upon request, to review the contents of his/her personnel file, except for placement papers and references acquired at the time of employment by the District. A teacher will be entitled also to have a representative of the STA present during such review. Before any document becomes part of a teacher's official file, it must be seen by the teacher who shall have the right to make a written response. Copies of such material shall be made available to the teacher. (This right is for all material except transcripts and/or references for employment.)

ARTICLE 3 - PROFESSIONAL ACTIVITIES BY ASSIGNMENT

The Superintendent may assign to other professional activities, without loss of salaries, teachers whose plans for activities outside of their regular assignments have been endorsed by their respective school principals or department heads. From time to time teachers may be excused from their regular duties to participate in activities sponsored or supported by the District. Absences for this purpose shall be authorized in accordance with the Superintendent's rules and procedures.

ARTICLE 4 - CONFERENCE ATTENDANCE BY TEACHERS AND REIMBURSEMENT

Attendance at educational conferences or meetings is an enriching and stimulating experience for all teachers. Within the limits of budgetary allowances, teachers interested in attending such meetings should file their requests with the Superintendent through the building principal or department head well in advance of the date of the meeting. If the request is

approved by the Superintendent, absence from District duties without loss of pay is permitted by the Board. The District will maintain a separate budget line for teacher conference attendance. Effective July 1, 2007, provided the District's auditor agrees, conference attendees may use conference hotels even if the nightly cost exceeds the GSA rate. Further, the District will fully fund conferences which it approves.

ARTICLE 5 - TRANSFERS

- A. A teacher may request transfer to another school by submitting a written request directly to the Superintendent. In evaluating a request, it will be necessary to consider (1) that a balanced staff be maintained in each school; (2) that the probationary teachers be expected to complete the probationary period in the school originally assigned; and (3) that the wishes of the individual teacher be honored whenever practicable.
- B. A teacher may apply for transfer to become effective at the beginning of the next school year giving reasons therefore. Such application shall be made by April 15. If so desired, such request will be held in confidence and the principal of the teacher making such application will not be notified of the request in the event the request be denied. Should the approval of the request be contemplated, the teacher will be advised that the principal will be contacted regarding the transfer request.
- C. In unusual circumstances, a teacher may apply for transfer to become effective during the school year in which the application is made, giving reasons therefore. The confidentiality of such a request and the reason therefore shall be at the discretion of the Superintendent.
- D. If the teacher's request for transfer is approved, the teacher shall be advised by direct mail. In such cases, every reasonable effort shall be made to transfer the teacher as soon as practical in accordance with stated wishes. In selecting teachers to be transferred, the following shall be considered

in implementing transfers:

The provisions of paragraph A above:

Length of teaching experience in the school system; this factor shall be controlling where all other factors are substantially equal.

Date of request for transfer.

- E. The District will post vacancies known to it as of April 5 for the purpose of permitting present staff members to indicate their interest.
- F. If teachers desire to know what vacancies exist or are known to be forthcoming, the teacher shall, upon request, be given such information by calling in person at the office of the appropriate department head and/or principal.
- G. It is desirable that transfers and changes in assignments be on a voluntary basis whenever feasible. In making involuntary transfers and/or changes in assignments, the preferences of the individual teacher shall be honored whenever feasible. Teachers shall be notified at the earliest date of involuntary transfer and/or change in assignment and the reasons therefore. The parties agree that a minimum of thirty (30) days' notice is desirable.
- H. If teachers desire to know how a transfer affects their tenure rights, they shall be given such information in writing upon request to the office of the Deputy Superintendent.

ARTICLE 6 - PROMOTION POLICY

All administrative positions will be advertised initially to the teachers of the District. Candidates from the District will be screened before other personnel. Teachers seeking promotion are asked to use the following procedure: (a) ascertain eligibility for certificate for the position sought (for central office administrative positions, principals,

assistant principals, district coordinators, and administrative assistants, certificates are required), (b) write a formal letter to the Superintendent stating position sought summarizing both educational training and experience which may be considered preparatory to the position. The letter will be acknowledged and the candidate will be informed of ensuing steps.

ARTICLE 7 - LIABILITY INSURANCE

Education Law Section 3023 provides that all teachers shall be protected by the Board from financial loss arising out of any claim by reason of alleged negligence or other act resulting in accidental bodily injury to any person, within or without the school building, provided that such teacher at the time of the accident or injury was acting in the discharge of duties within the scope of employment and/or under the direction of the Board.

This protection includes hazards of transportation of pupils without charge in cars owned by teachers on education trips or visits away from school and similar activity approved by the building principal.

The Board, however, shall not be subject to the duty imposed by this section, unless the teacher shall, within ten (10) days of the time served with any summons, complaint, process, notice, demand, or pleading, deliver the original or a copy of the same to the Board. This paragraph shall apply unless there are circumstances which will prevent the teacher from complying with this provision.

In emergencies, pupils may be transported in a car privately owned by a teacher on authorization and later confirmation in writing by the building principal and approved by the Superintendent. The use of a teacher's car and/or driving is entirely voluntary on the part of the teacher.

ARTICLE 8 - SUBSTITUTE TEACHERS

Substitute teachers will be provided for all classroom teachers and special area teachers where feasible.

Secondary school teachers may be assigned on a voluntary basis to substitute for absent teachers. Such assignments shall be rotated among volunteers. A running record will be kept by

the building principal of all such assignments, and it shall be available for teacher perusal. Guidance counselors shall not be called upon to cover for teachers in home room. Preparation periods may be used for substitute coverages. Compensation for such service shall be effective September 1, 2017: \$41.21 per period; effective September 1, 2018: \$41.62 per period; effective September 1, 2019: \$41.83 per period.

ARTICLE 9 - CLASSIFICATION OF PUPILS

In all policy matters regarding classification of pupils, the Superintendent will provide opportunities for discussion with the appropriate staff, prior to decision-making.

ARTICLE 10 - DISMISSAL DURING PROBATIONARY PERIOD

If a teacher is denied tenure, he or she may discuss this matter with the appropriate central office administrator and the matter may be pursued in accordance with the Fair Dismissal Law.

ARTICLE 11 - UNAUTHORIZED ABSENCE

In the event of unauthorized absence, a teacher may be subject to dismissal or other disciplinary action on the recommendation of the Superintendent, and in any event, a proportionate share of the annual salary shall be deducted for each day's unauthorized absence.

ARTICLE 12 - INSERVICE EDUCATION - POLICY AND PROCEDURE

The following statements of policy will govern the operation of inservice education classes conducted in the District:

- A. Inservice education will be offered to the professional members of the staff upon the recommendation of the Superintendent.
- B. The participants will not be charged a tuition or registration fee.
- C. The salary of instructors will be paid by the District.

- D. If a course is offered during the teacher day, then the District will have the right to make attendance mandatory. In this event, no stipend need be paid to any participant. If a course is offered at any time other than during the teacher day, it must be offered on a completely voluntary basis. In this event, participants will be paid a stipend that has been agreed upon between the District and the STA. The amount of the stipend will be determined prior to the commencement of each course. It will depend upon the length of the course and when it is offered (e.g., mornings, evenings, weekends, summers).

Notwithstanding the above, effective September 1, 2004, all employees will participate at no additional compensation and without credit being granted for salary increment purposes in District-sponsored staff development/in-service programs not exceeding a total of seven (7) hours each year per employee. All such programs will occur during non-instructional times between September 1st and June 30th, excluding Mondays & Fridays, days before school holidays, school holidays and weekends.

- E. Credits taken completely at District expense regardless of whether offered during the teacher day, may not be applied for the purpose of salary advancement.
- F. Inservice credits may be earned at the District TRACT Center or through established inservice agencies. Inservice credits must be approved by the Superintendent or designee before the course commences. The purpose of this approval is to ascertain the applicability of the course content to the individual teacher's duties. Only courses appropriate to the teacher's professional development within a possible District assignment will be approved. The District reserves the right to question the value of any inservice course and deny prior approval if the agency, instructor, or content of the course does not meet reasonable District standards. It is the responsibility of the teacher applying for approval to obtain any documentation the District

needs to make its determination. The District and the STA will confer in order to resolve disagreements concerning the application of these standards. Effective September 1, 2004, in the event of a total loss of New York State funding, the District will contribute up to \$15,000 per year toward the operating expenses of the Syosset TRACT Center.

- G. The number of credits earned through inservice courses will be determined solely by the District. This determination will be based entirely upon "seat time," which is the time spent in the classroom taking the course. The formula for determining this credit will be based upon the rate of 1 credit for every 15 hours of instruction. Fractions will be calculated by prorating credit based upon this ratio. Effective September 1, 2004, with prior approval by the Superintendent or designee, courses offered on-line and accepted by accredited degree-granting institutes towards on-campus degrees shall be accepted for graduate credit.
- H. Courses can be audited without receiving credit.
- I. Inservice credits earned in the District may be applied toward salary advancement with the following regulations:
 - 1. A maximum of 10 inservice credits may be applied to the 15 credits for each salary advancement on the B.A.+ 15 and 30.
 - 2. For credits above the Master's Degree, inservice credits may be applied at the rate of 10 earned inservice credits towards any 20 credits. Furthermore, there will be an acceptance of 5 additional administration-approved inservice credits, in lieu of college credits, applied to the schedule between MA and MA 60. These credits must be taken in courses given by the District, BOCES Curriculum Inservice, or Syosset TRACT Center and Nassau Regional Teachers' Centers.
 - 3. Effective July 1, 1971, for salary purposes,

those inservice credits earned which are in excess of the number applied for salary advancement may be held over and applied toward a future advancement in accordance with Items 1 and 2.

- J. Inservice credits taken prior to employment in the District may not be applied to salary advancement in this District.
- K. For inservice courses taken at the District TRACT center or any other TRACT Center if the course is part of the NYSUT Effective Teaching Program, the District will accept credits as if they were on-campus, graduate course, provided that the course is endorsed by a regionally accredited college or university and is offered for both inservice and college credit, differentiated only by fee. The number of credits granted by these courses will be the same as that offered by the sponsoring college or university.

ARTICLE 13 - CLASS SIZE POLICY

The District's class size policy is regulated by the following factors:

- A. Organization size - Number of classes and/or sections predetermined by dividing the number of students in a category by the specified number unit. This will be done prior to development of budget requirements for personnel in the spring of each year. The Superintendent shall consult with the President of the STA on class size in early September to avoid misunderstandings.
- B. Maximum size - The organization policy of the District is as follows:

Grades K, 1, 2, and 3 will organize between 20-25, maximum 25.

Grades 4 through 6 will organize between 25-30, maximum 30.

Grades 7 through 12, tracks 1 and 2 will organize between 25-30, maximum 30.

Grades 7 through 12, track 3, and courses other than track 1 and track 2, will organize between 15-20 maximum 20.

Class size policy in special class situations, such as mainstreaming children with special educational needs, speech, physical education, music, art, industrial arts, science labs, etc., may be altered depending on size of room, number of teaching stations, special materials or equipment used. Primary consideration will be given to spaces within a building for classroom instruction.

Resource Room special education teachers shall not be assigned more than 25 students per activity at any one time, nor more than 40 individual students per week. In the secondary schools, whenever three (3) or more students whom the Committee for Special Education has classified as emotionally disturbed are mainstreamed to a regular class, an aide shall be assigned to that class. Elementary school special teachers shall not be required to teach more than one class at time on other than a voluntary basis or except where the combination of classes totals thirty (30) students or fewer. This shall not apply to traditional groupings such as chorus, band, physical education, performing groups, etc.

The Board will decide on the formation of new classes and such decisions will be generally based upon availability of space, budgetary allocations, time of year, and other enrollment conditions. This class size policy is based upon the current school organization. Changes related to more advanced educational practices would be desirable. Before such changes are made, the Board agrees it will consult with the STA.

The Board agrees that its goal in establishing the pupil-special teacher ratio is to be consistent with sound progressive educational practices. The STA recognizes that the Board, in establishing these ratios, will take into consideration the overall educational organization.

ARTICLE 14 - ANNUAL EVALUATION OF TEACHERS

In order to maintain a high level of professional performance by all teachers they shall receive the advantage of continuing observation and conferences designed to evaluate their strengths and weaknesses and to promote maximum growth.

While electronic devices, such as tape recorders and video recorders may be used for assisting teachers, they will not be used for the observation or evaluation of teachers.

Written evaluations shall be prepared by the supervisory personnel and a copy shall be forwarded to the Superintendent's Office on a schedule to be announced annually. A copy of each evaluation must be furnished to the teacher concerned.

Following is the procedure for submission of these evaluation reports:

The principal of each school writes an evaluation on all teachers assigned to that building.

The evaluations are signed by the teachers. The teacher's signature indicates only that the evaluation has been read. It is not an indication of approval of the contents contained in the evaluation.

The teacher's signature on an evaluation must be accompanied by a statement indicating that the evaluation has been read.

Should teachers disagree with the contents of an evaluation, they have the right to submit written addenda within two (2) weeks of the dates of evaluation conferences to supervisors responsible for evaluations in question. Written addenda will be physically attached to evaluations before they are forwarded to the Superintendent's Office and placed in teachers' personnel files. After all signatures have been affixed to evaluations they are distributed as follows:

1. Evaluations for all teachers except those noted below are to be sent to the Superintendent to be

filed in the teachers' personnel files.

2. Evaluations of psychologists, special education teachers, speech therapists and adaptive physical education teachers are written by the building principal. The Assistant Superintendent for Pupil Personnel Services will incorporate his/her comments and sign the evaluation before returning it to the principal. The building principal will then meet with the person evaluated to present the evaluation and secure the employee's signature in accordance with the above procedure. If the employee is assigned to more than one building, the supervising principals will prepare one final evaluation, which will be signed by one of them after it is returned by the Assistant Superintendent for Pupil Personnel Services.

ARTICLE 15 - STAFF MEETINGS (Faculty, Departmental, Grade Level, mandated Inservice, and other required meetings)

A. Elementary Staff Meetings

Time is to be set aside for staff meetings according to the following priorities on scheduling:

1 st Friday	Elementary Staff Meeting
2 nd Friday	STA meetings for members only, at their option
Other weeks	Other building or departmental meetings (including, but not limited to: training, proctoring instructions, etc.) as needed.

Meetings called in addition to those listed above should be scheduled only when necessary and the discretion to call such meetings shall not be abused.

Grade-level meetings shall typically be held on Mondays, and reasonable effort will be made not to schedule them for the day immediately following a school break.

Unauthorized absence from such meetings, other than STA meetings, is considered absence from professional duty.

Elementary school meetings will be held at 8:30 A.M.

Except in cases of emergency, staff meetings will be announced at least two (2) school days prior to the meeting and an agenda of the meeting will be issued at that time.

B. Secondary Staff Meetings

Thursdays are set aside for staff meetings according to the following priorities on scheduling:

1st Thursday Staff meeting

2nd Thursday STA meetings for members only, at their option

3rd Thursday Secondary department meetings
 Elementary staff meetings when need arises

Meetings called in addition to the above should be scheduled, where possible, on those Thursdays where the priority meeting is not being held. In any event, meetings called in addition to those listed above should be scheduled only when necessary and the discretion to call such meetings shall not be abused.

Unauthorized absence from such meetings, other than STA meetings is considered absence from professional duty.

Staff meetings, when held after school, shall begin as promptly as possible following the general dismissal of students. These meetings should not exceed one (1) hour after the beginning of the meeting.

Except in cases of emergency, staff meetings will be announced at least two (2) school days prior to the meeting and an agenda of the meeting will be issued at that time.

ARTICLE 16 - ATTENDANCE AT GRADE LEVEL, PTA MEETINGS, ETC.

It is understood that after-school meetings with parents may be called by the Superintendent up to two (2) times per year. Effective September 1, 2004, all employees will be available an additional 45 minutes beyond the normal school day during two (2) afternoon parent-teacher conference days. Teachers are required to attend only those PTA meetings which include the annual open house meeting and grade level meetings with parents. Attendance at all other PTA meetings is voluntary. It is recognized that some schools combine these meetings and this clause shall not be construed as requiring that they be separated.

ARTICLE 17 - SELECTION OF INSTRUCTIONAL MATERIALS, POLICY

The District and the STA believe it to be the responsibility of the professional staff to recommend to the Superintendent instructional materials (library books, periodicals, computer programs, textbooks, supplementary textbooks, films, filmstrips and recordings) of the highest quality that will support the District's educational philosophy.

In accordance with the belief, the following policy statements will govern the selection of instructional materials in the District.

- A. Materials will be selected that will enrich and support the curriculum taking into consideration the varied interests, abilities, and maturity levels of the pupils.
- B. Materials will be selected that will stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards.
- C. Materials will be selected that will provide a background of information which will enable pupils to make intelligent judgments in their daily lives.
- D. Materials will be selected that will present opposing sides of controversial issues so that young citizens may develop, under guidance, the practice of critical reading and thinking.

- E. Materials will be selected that will be representative of the many religious, ethnic and cultural groups and their contributions to our American heritage.
- F. Materials will be selected that present the many and varied aspects of our culture and society even though some aspects may be considered to be unsavory.
- G. The value and impact of any literary work will be judged as a whole taking into account the author's intent rather than as individual words, phrases, or incidents out of which it is made.
- H. Educators, remembering the maturity level of a child, may recommend for individual reading, writings they feel will have educational significance for an individual student.

ARTICLE 18 - CURRICULUM AND FACILITIES DEVELOPMENT

Teachers, as professionals, will be given the opportunity to be involved in all curriculum and facilities developments and in planning for curriculum implementation and use of building space prior to the making of final decisions on District, building, and department levels.

ARTICLE 19 - EQUALIZATION OF FACILITIES

As space becomes available in each operating elementary school, every effort will be made to provide appropriate teaching stations in the areas of art, music, and developmental learning.

ARTICLE 20 - CURRICULUM COUNCIL

It is agreed that there will be seven (7) elementary school teachers to serve on the Elementary Curriculum Council. Sixth grade teachers shall be eligible to serve on the Secondary Curriculum Council.

ARTICLE 21 - SCHOOL CALENDAR

The STA shall consult with the Superintendent on the school calendar and its preparation before its adoption by the Board.

The District may schedule no more than 183 days of teacher attendance in any combination of instructional days and Superintendent conference days as permitted by Commissioner's regulations. The District shall not schedule more than three (3) such Superintendent conference days in August and those no sooner than the 5th to last business day of the month.

ARTICLE 22 - IDENTIFICATION BADGES

Unit members shall wear a District issued identification badge during the work day and at other District events when supervising students. Said badges shall be worn in a visible manner. The badges shall not be used for the recordation of attendance nor shall data collected as a result of staff wearing said identification badges be used as evidence in any disciplinary proceeding.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives on this _____ day of _____, 2018.

For the Syosset Central
School District,
Syosset, New York 11791

By: Dr. Thomas L. Rogers
Superintendent of Schools

For the Syosset Teachers Assn.
Syosset Central School District
Syosset, New York, 11791

By: Kim Pritchard
President

Board of Education
Syosset Central School District
Syosset, New York 11791

By: Dr. Michael Cohen
President
Board of Education

**Appendix 1
Syosset CSD
Syosset, New York
Syosset Teachers' Association
2017-18**

Type: TCH A

Step	BA+45	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	DR	DR+15
1	\$0.00	\$71,683.00	\$73,840.00	\$75,990.00	\$78,155.00	\$80,306.00	\$82,468.00	\$84,632.00	\$86,489.00	\$88,340.00	\$90,196.00
2	\$0.00	\$74,419.00	\$76,581.00	\$78,736.00	\$80,894.00	\$83,050.00	\$85,200.00	\$87,383.00	\$89,235.00	\$91,080.00	\$92,934.00
3	\$0.00	\$77,166.00	\$79,318.00	\$81,481.00	\$83,635.00	\$85,793.00	\$87,947.00	\$90,122.00	\$91,976.00	\$93,828.00	\$95,684.00
4	\$0.00	\$79,817.00	\$81,957.00	\$84,108.00	\$86,254.00	\$88,399.00	\$90,557.00	\$92,714.00	\$94,562.00	\$96,407.00	\$98,257.00
5	\$0.00	\$82,742.00	\$84,888.00	\$87,039.00	\$89,183.00	\$91,324.00	\$93,478.00	\$95,649.00	\$97,498.00	\$99,337.00	\$101,178.00
6	\$0.00	\$85,874.00	\$88,013.00	\$90,172.00	\$92,314.00	\$94,460.00	\$96,607.00	\$98,771.00	\$100,618.00	\$102,468.00	\$104,312.00
7	\$0.00	\$89,381.00	\$91,529.00	\$93,672.00	\$95,819.00	\$97,976.00	\$100,123.00	\$102,285.00	\$104,134.00	\$105,980.00	\$107,828.00
8	\$0.00	\$92,902.00	\$95,045.00	\$97,194.00	\$99,337.00	\$101,490.00	\$103,635.00	\$105,803.00	\$107,648.00	\$109,493.00	\$111,344.00
9	\$0.00	\$96,607.00	\$98,757.00	\$100,904.00	\$103,049.00	\$105,199.00	\$107,350.00	\$109,516.00	\$111,359.00	\$113,202.00	\$115,052.00
10	\$0.00	\$100,318.00	\$102,468.00	\$104,615.00	\$106,762.00	\$108,909.00	\$111,065.00	\$113,226.00	\$115,069.00	\$116,916.00	\$118,764.00
11	\$0.00	\$104,027.00	\$106,172.00	\$108,328.00	\$110,474.00	\$112,618.00	\$114,761.00	\$116,936.00	\$118,783.00	\$120,628.00	\$122,476.00
12	\$0.00	\$107,732.00	\$109,883.00	\$112,033.00	\$114,179.00	\$116,327.00	\$118,475.00	\$120,648.00	\$122,491.00	\$124,334.00	\$126,176.00
13	\$0.00	\$111,443.00	\$113,598.00	\$115,747.00	\$117,892.00	\$120,044.00	\$122,185.00	\$124,359.00	\$126,203.00	\$128,044.00	\$129,887.00
14	\$0.00	\$115,161.00	\$117,304.00	\$119,454.00	\$121,603.00	\$123,751.00	\$125,895.00	\$128,068.00	\$129,913.00	\$131,758.00	\$133,602.00
15	\$0.00	\$119,065.00	\$121,208.00	\$123,359.00	\$125,509.00	\$127,650.00	\$129,807.00	\$131,972.00	\$133,814.00	\$135,664.00	\$137,507.00
16	\$117,425.00	\$122,974.00	\$125,123.00	\$127,265.00	\$129,418.00	\$131,561.00	\$133,712.00	\$135,872.00	\$137,725.00	\$139,572.00	\$141,418.00
17	\$117,425.00	\$124,214.00	\$126,351.00	\$128,475.00	\$130,611.00	\$132,742.00	\$134,883.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
18	\$117,425.00	\$124,214.00	\$126,351.00	\$128,475.00	\$130,611.00	\$132,742.00	\$134,883.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
19	\$117,425.00	\$124,214.00	\$126,351.00	\$128,475.00	\$130,611.00	\$132,742.00	\$134,883.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
20	\$117,425.00	\$124,214.00	\$126,351.00	\$128,475.00	\$130,611.00	\$132,742.00	\$134,883.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
21	\$122,181.00	\$127,418.00	\$129,548.00	\$131,680.00	\$133,812.00	\$135,940.00	\$138,079.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
22	\$122,181.00	\$127,418.00	\$129,548.00	\$131,680.00	\$133,812.00	\$135,940.00	\$138,079.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
23	\$122,181.00	\$127,418.00	\$129,548.00	\$131,680.00	\$133,812.00	\$135,940.00	\$138,079.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
24	\$122,181.00	\$127,418.00	\$129,548.00	\$131,680.00	\$133,812.00	\$135,940.00	\$138,079.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
25	\$122,181.00	\$127,418.00	\$129,548.00	\$131,680.00	\$133,812.00	\$135,940.00	\$138,079.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
26	\$124,696.00	\$130,315.00	\$132,453.00	\$134,583.00	\$136,717.00	\$138,851.00	\$140,983.00	\$143,135.00	\$144,972.00	\$146,798.00	\$148,633.00

**Syosset CSD
Syosset, New York
Syosset Teachers' Association
2018-19**

Type: TCH A

Step	BA+45	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	DR	DR+15
1	\$0.00	\$72,400.00	\$74,578.00	\$76,750.00	\$78,937.00	\$81,109.00	\$83,293.00	\$85,478.00	\$87,354.00	\$89,223.00	\$91,098.00
2	\$0.00	\$75,163.00	\$77,347.00	\$79,523.00	\$81,703.00	\$83,881.00	\$86,052.00	\$88,257.00	\$90,127.00	\$91,991.00	\$93,863.00
3	\$0.00	\$77,938.00	\$80,111.00	\$82,296.00	\$84,471.00	\$86,651.00	\$88,826.00	\$91,023.00	\$92,896.00	\$94,766.00	\$96,641.00
4	\$0.00	\$80,615.00	\$82,777.00	\$84,949.00	\$87,117.00	\$89,283.00	\$91,463.00	\$93,641.00	\$95,508.00	\$97,371.00	\$99,240.00
5	\$0.00	\$83,569.00	\$85,737.00	\$87,909.00	\$90,075.00	\$92,237.00	\$94,413.00	\$96,605.00	\$98,473.00	\$100,330.00	\$102,190.00
6	\$0.00	\$86,733.00	\$88,893.00	\$91,074.00	\$93,237.00	\$95,405.00	\$97,573.00	\$99,759.00	\$101,624.00	\$103,493.00	\$105,355.00
7	\$0.00	\$90,275.00	\$92,444.00	\$94,609.00	\$96,777.00	\$98,956.00	\$101,124.00	\$103,308.00	\$105,175.00	\$107,040.00	\$108,906.00
8	\$0.00	\$93,831.00	\$95,995.00	\$98,166.00	\$100,330.00	\$102,505.00	\$104,671.00	\$106,861.00	\$108,724.00	\$110,588.00	\$112,457.00
9	\$0.00	\$97,573.00	\$99,745.00	\$101,913.00	\$104,079.00	\$106,251.00	\$108,424.00	\$110,611.00	\$112,473.00	\$114,334.00	\$116,203.00
10	\$0.00	\$101,321.00	\$103,493.00	\$105,661.00	\$107,830.00	\$109,998.00	\$112,176.00	\$114,358.00	\$116,220.00	\$118,085.00	\$119,952.00
11	\$0.00	\$105,067.00	\$107,234.00	\$109,411.00	\$111,579.00	\$113,744.00	\$115,909.00	\$118,105.00	\$119,971.00	\$121,834.00	\$123,701.00
12	\$0.00	\$108,809.00	\$110,982.00	\$113,153.00	\$115,321.00	\$117,490.00	\$119,660.00	\$121,854.00	\$123,716.00	\$125,577.00	\$127,438.00
13	\$0.00	\$112,557.00	\$114,734.00	\$116,904.00	\$119,071.00	\$121,244.00	\$123,407.00	\$125,603.00	\$127,465.00	\$129,324.00	\$131,186.00
14	\$0.00	\$116,313.00	\$118,477.00	\$120,649.00	\$122,819.00	\$124,989.00	\$127,154.00	\$129,349.00	\$131,212.00	\$133,076.00	\$134,938.00
15	\$0.00	\$120,256.00	\$122,420.00	\$124,593.00	\$126,764.00	\$128,927.00	\$131,105.00	\$133,292.00	\$135,152.00	\$137,021.00	\$138,882.00
16	\$118,599.00	\$124,204.00	\$126,374.00	\$128,538.00	\$130,712.00	\$132,877.00	\$135,049.00	\$137,231.00	\$139,102.00	\$140,968.00	\$142,832.00
17	\$118,599.00	\$125,456.00	\$127,615.00	\$129,760.00	\$131,917.00	\$134,069.00	\$136,232.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
18	\$118,599.00	\$125,456.00	\$127,615.00	\$129,760.00	\$131,917.00	\$134,069.00	\$136,232.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
19	\$118,599.00	\$125,456.00	\$127,615.00	\$129,760.00	\$131,917.00	\$134,069.00	\$136,232.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
20	\$118,599.00	\$125,456.00	\$127,615.00	\$129,760.00	\$131,917.00	\$134,069.00	\$136,232.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
21	\$123,403.00	\$128,692.00	\$130,843.00	\$132,997.00	\$135,150.00	\$137,299.00	\$139,460.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
22	\$123,403.00	\$128,692.00	\$130,843.00	\$132,997.00	\$135,150.00	\$137,299.00	\$139,460.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
23	\$123,403.00	\$128,692.00	\$130,843.00	\$132,997.00	\$135,150.00	\$137,299.00	\$139,460.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
24	\$123,403.00	\$128,692.00	\$130,843.00	\$132,997.00	\$135,150.00	\$137,299.00	\$139,460.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
25	\$123,403.00	\$128,692.00	\$130,843.00	\$132,997.00	\$135,150.00	\$137,299.00	\$139,460.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
26	\$125,943.00	\$131,618.00	\$133,778.00	\$135,929.00	\$138,084.00	\$140,240.00	\$142,393.00	\$144,566.00	\$146,422.00	\$148,266.00	\$150,119.00

**Syosset CSD
Syosset, New York
Syosset Teachers' Association
2019-20**

Type: TCH A

Step	BA+45	MA	MA+10	MA+20	MA+30	MA+40	MA+50	MA+60	MA+75	DR	DR+15
1	\$0.00	\$72,762.00	\$74,951.00	\$77,134.00	\$79,332.00	\$81,515.00	\$83,709.00	\$85,905.00	\$87,791.00	\$89,669.00	\$91,553.00
2	\$0.00	\$75,539.00	\$77,734.00	\$79,921.00	\$82,112.00	\$84,300.00	\$86,482.00	\$88,698.00	\$90,578.00	\$92,451.00	\$94,332.00
3	\$0.00	\$78,328.00	\$80,512.00	\$82,707.00	\$84,893.00	\$87,084.00	\$89,270.00	\$91,478.00	\$93,360.00	\$95,240.00	\$97,124.00
4	\$0.00	\$81,018.00	\$83,191.00	\$85,374.00	\$87,553.00	\$89,729.00	\$91,920.00	\$94,109.00	\$95,986.00	\$97,858.00	\$99,736.00
5	\$0.00	\$83,987.00	\$86,166.00	\$88,349.00	\$90,525.00	\$92,698.00	\$94,885.00	\$97,088.00	\$98,965.00	\$100,832.00	\$102,701.00
6	\$0.00	\$87,167.00	\$89,337.00	\$91,529.00	\$93,703.00	\$95,882.00	\$98,061.00	\$100,258.00	\$102,132.00	\$104,010.00	\$105,882.00
7	\$0.00	\$90,726.00	\$92,906.00	\$95,082.00	\$97,261.00	\$99,451.00	\$101,630.00	\$103,825.00	\$105,701.00	\$107,575.00	\$109,451.00
8	\$0.00	\$94,300.00	\$96,475.00	\$98,657.00	\$100,832.00	\$103,018.00	\$105,194.00	\$107,395.00	\$109,268.00	\$111,141.00	\$113,019.00
9	\$0.00	\$98,061.00	\$100,244.00	\$102,423.00	\$104,599.00	\$106,782.00	\$108,966.00	\$111,164.00	\$113,035.00	\$114,906.00	\$116,784.00
10	\$0.00	\$101,828.00	\$104,010.00	\$106,189.00	\$108,369.00	\$110,548.00	\$112,737.00	\$114,930.00	\$116,801.00	\$118,675.00	\$120,552.00
11	\$0.00	\$105,592.00	\$107,770.00	\$109,958.00	\$112,137.00	\$114,313.00	\$116,489.00	\$118,696.00	\$120,571.00	\$122,443.00	\$124,320.00
12	\$0.00	\$109,353.00	\$111,537.00	\$113,719.00	\$115,898.00	\$118,077.00	\$120,258.00	\$122,463.00	\$124,335.00	\$126,205.00	\$128,075.00
13	\$0.00	\$113,120.00	\$115,308.00	\$117,489.00	\$119,666.00	\$121,850.00	\$124,024.00	\$126,231.00	\$128,102.00	\$129,971.00	\$131,842.00
14	\$0.00	\$116,895.00	\$119,069.00	\$121,252.00	\$123,433.00	\$125,614.00	\$127,790.00	\$129,996.00	\$131,868.00	\$133,741.00	\$135,613.00
15	\$0.00	\$120,857.00	\$123,032.00	\$125,216.00	\$127,398.00	\$129,572.00	\$131,761.00	\$133,958.00	\$135,828.00	\$137,706.00	\$139,576.00
16	\$119,192.00	\$124,825.00	\$127,006.00	\$129,181.00	\$131,366.00	\$133,541.00	\$135,724.00	\$137,917.00	\$139,798.00	\$141,673.00	\$143,546.00
17	\$119,192.00	\$126,083.00	\$128,253.00	\$130,409.00	\$132,577.00	\$134,739.00	\$136,913.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
18	\$119,192.00	\$126,083.00	\$128,253.00	\$130,409.00	\$132,577.00	\$134,739.00	\$136,913.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
19	\$119,192.00	\$126,083.00	\$128,253.00	\$130,409.00	\$132,577.00	\$134,739.00	\$136,913.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
20	\$119,192.00	\$126,083.00	\$128,253.00	\$130,409.00	\$132,577.00	\$134,739.00	\$136,913.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
21	\$124,020.00	\$129,335.00	\$131,497.00	\$133,662.00	\$135,826.00	\$137,985.00	\$140,157.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
22	\$124,020.00	\$129,335.00	\$131,497.00	\$133,662.00	\$135,826.00	\$137,985.00	\$140,157.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
23	\$124,020.00	\$129,335.00	\$131,497.00	\$133,662.00	\$135,826.00	\$137,985.00	\$140,157.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
24	\$124,020.00	\$129,335.00	\$131,497.00	\$133,662.00	\$135,826.00	\$137,985.00	\$140,157.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
25	\$124,020.00	\$129,335.00	\$131,497.00	\$133,662.00	\$135,826.00	\$137,985.00	\$140,157.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
26	\$126,573.00	\$132,276.00	\$134,447.00	\$136,609.00	\$138,774.00	\$140,941.00	\$143,105.00	\$145,289.00	\$147,154.00	\$149,007.00	\$150,870.00

**Syosset CSD
Syosset, New York
Syosset Teachers' Association
2017-18**

Type: TCH B

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DR	DR+15
1	\$61,885.00	\$65,114.00	\$71,683.00	\$74,913.00	\$78,155.00	\$81,383.00	\$84,632.00	\$86,489.00	\$88,340.00	\$90,196.00
2	\$64,629.00	\$67,860.00	\$74,419.00	\$77,659.00	\$80,894.00	\$84,125.00	\$87,383.00	\$89,235.00	\$91,080.00	\$92,934.00
3	\$67,363.00	\$70,606.00	\$77,166.00	\$80,406.00	\$83,635.00	\$86,865.00	\$90,122.00	\$91,976.00	\$93,828.00	\$95,684.00
4	\$70,052.00	\$73,266.00	\$79,817.00	\$83,033.00	\$86,254.00	\$89,477.00	\$92,714.00	\$94,562.00	\$96,407.00	\$98,257.00
5	\$72,975.00	\$76,198.00	\$82,742.00	\$85,963.00	\$89,183.00	\$92,410.00	\$95,649.00	\$97,498.00	\$99,337.00	\$101,178.00
6	\$76,108.00	\$79,318.00	\$85,874.00	\$89,086.00	\$92,314.00	\$95,534.00	\$98,771.00	\$100,618.00	\$102,468.00	\$104,312.00
7	\$79,616.00	\$82,836.00	\$89,381.00	\$92,603.00	\$95,819.00	\$99,044.00	\$102,285.00	\$104,134.00	\$105,980.00	\$107,828.00
8	\$83,135.00	\$86,356.00	\$92,902.00	\$96,123.00	\$99,337.00	\$102,568.00	\$105,803.00	\$107,648.00	\$109,493.00	\$111,344.00
9	\$86,841.00	\$90,066.00	\$96,607.00	\$99,829.00	\$103,049.00	\$106,269.00	\$109,516.00	\$111,359.00	\$113,202.00	\$115,052.00
10	\$90,557.00	\$93,773.00	\$100,318.00	\$103,536.00	\$106,762.00	\$109,981.00	\$113,226.00	\$115,069.00	\$116,916.00	\$118,764.00
11	\$93,599.00	\$96,860.00	\$104,027.00	\$107,244.00	\$110,474.00	\$113,691.00	\$116,936.00	\$118,783.00	\$120,628.00	\$122,476.00
12	\$93,599.00	\$96,860.00	\$107,732.00	\$110,959.00	\$114,179.00	\$117,404.00	\$120,648.00	\$122,491.00	\$124,334.00	\$126,176.00
13	\$93,599.00	\$96,860.00	\$111,443.00	\$114,667.00	\$117,892.00	\$121,115.00	\$124,359.00	\$126,203.00	\$128,044.00	\$129,887.00
14	\$93,599.00	\$96,860.00	\$115,161.00	\$118,372.00	\$121,603.00	\$124,828.00	\$128,068.00	\$129,913.00	\$131,758.00	\$133,602.00
15	\$93,599.00	\$96,860.00	\$119,065.00	\$122,287.00	\$125,509.00	\$128,725.00	\$131,972.00	\$133,814.00	\$135,664.00	\$137,507.00
16	\$93,599.00	\$96,860.00	\$122,974.00	\$126,191.00	\$129,418.00	\$132,638.00	\$135,872.00	\$137,725.00	\$139,572.00	\$141,418.00
17	\$93,599.00	\$96,860.00	\$124,214.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
18	\$93,599.00	\$96,860.00	\$124,214.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
19	\$93,599.00	\$96,860.00	\$124,214.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
20	\$93,599.00	\$96,860.00	\$124,214.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,029.00	\$138,865.00	\$140,695.00	\$142,532.00
21	\$93,599.00	\$96,860.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,019.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
22	\$93,599.00	\$96,860.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,019.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
23	\$93,599.00	\$96,860.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,019.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
24	\$93,599.00	\$96,860.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,019.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
25	\$93,599.00	\$96,860.00	\$127,418.00	\$130,611.00	\$133,812.00	\$137,019.00	\$140,229.00	\$142,060.00	\$143,891.00	\$145,725.00
26	\$93,599.00	\$96,860.00	\$130,315.00	\$133,518.00	\$136,717.00	\$139,919.00	\$143,135.00	\$144,972.00	\$146,798.00	\$148,633.00

**Syosset CSD
Syosset, New York
Syosset Teachers' Association
2018-19**

Type: TCH B

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DR	DR+15
1	\$62,504.00	\$65,765.00	\$72,400.00	\$75,662.00	\$78,937.00	\$82,197.00	\$85,478.00	\$87,354.00	\$89,223.00	\$91,098.00
2	\$65,275.00	\$68,539.00	\$75,163.00	\$78,436.00	\$81,703.00	\$84,966.00	\$88,257.00	\$90,127.00	\$91,991.00	\$93,863.00
3	\$68,037.00	\$71,312.00	\$77,938.00	\$81,210.00	\$84,471.00	\$87,734.00	\$91,023.00	\$92,896.00	\$94,766.00	\$96,641.00
4	\$70,753.00	\$73,999.00	\$80,615.00	\$83,863.00	\$87,117.00	\$90,372.00	\$93,641.00	\$95,508.00	\$97,371.00	\$99,240.00
5	\$73,705.00	\$76,960.00	\$83,569.00	\$86,823.00	\$90,075.00	\$93,334.00	\$96,605.00	\$98,473.00	\$100,330.00	\$102,190.00
6	\$76,869.00	\$80,111.00	\$86,733.00	\$89,977.00	\$93,237.00	\$96,489.00	\$99,759.00	\$101,624.00	\$103,493.00	\$105,355.00
7	\$80,412.00	\$83,664.00	\$90,275.00	\$93,529.00	\$96,777.00	\$100,034.00	\$103,308.00	\$105,175.00	\$107,040.00	\$108,906.00
8	\$83,966.00	\$87,220.00	\$93,831.00	\$97,084.00	\$100,330.00	\$103,594.00	\$106,861.00	\$108,724.00	\$110,588.00	\$112,457.00
9	\$87,709.00	\$90,967.00	\$97,573.00	\$100,827.00	\$104,079.00	\$107,332.00	\$110,611.00	\$112,473.00	\$114,334.00	\$116,203.00
10	\$91,463.00	\$94,711.00	\$101,321.00	\$104,571.00	\$107,830.00	\$111,081.00	\$114,358.00	\$116,220.00	\$118,085.00	\$119,952.00
11	\$94,535.00	\$97,829.00	\$105,067.00	\$108,316.00	\$111,579.00	\$114,828.00	\$118,105.00	\$119,971.00	\$121,834.00	\$123,701.00
12	\$94,535.00	\$97,829.00	\$108,809.00	\$112,069.00	\$115,321.00	\$118,578.00	\$121,854.00	\$123,716.00	\$125,577.00	\$127,438.00
13	\$94,535.00	\$97,829.00	\$112,557.00	\$115,814.00	\$119,071.00	\$122,326.00	\$125,603.00	\$127,465.00	\$129,324.00	\$131,186.00
14	\$94,535.00	\$97,829.00	\$116,313.00	\$119,556.00	\$122,819.00	\$126,076.00	\$129,349.00	\$131,212.00	\$133,076.00	\$134,938.00
15	\$94,535.00	\$97,829.00	\$120,256.00	\$123,510.00	\$126,764.00	\$130,012.00	\$133,292.00	\$135,152.00	\$137,021.00	\$138,882.00
16	\$94,535.00	\$97,829.00	\$124,204.00	\$127,453.00	\$130,712.00	\$133,964.00	\$137,231.00	\$139,102.00	\$140,968.00	\$142,832.00
17	\$94,535.00	\$97,829.00	\$125,456.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
18	\$94,535.00	\$97,829.00	\$125,456.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
19	\$94,535.00	\$97,829.00	\$125,456.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
20	\$94,535.00	\$97,829.00	\$125,456.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,399.00	\$140,254.00	\$142,102.00	\$143,957.00
21	\$94,535.00	\$97,829.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,389.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
22	\$94,535.00	\$97,829.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,389.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
23	\$94,535.00	\$97,829.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,389.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
24	\$94,535.00	\$97,829.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,389.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
25	\$94,535.00	\$97,829.00	\$128,692.00	\$131,917.00	\$135,150.00	\$138,389.00	\$141,631.00	\$143,481.00	\$145,330.00	\$147,182.00
26	\$94,535.00	\$97,829.00	\$131,618.00	\$134,853.00	\$138,084.00	\$141,318.00	\$144,566.00	\$146,422.00	\$148,266.00	\$150,119.00

**Syosset CSD
Syosset, New York
Syosset Teachers' Association
2019-20**

Type: TCH B

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DR	DR+15
1	\$62,817.00	\$66,094.00	\$72,762.00	\$76,040.00	\$79,332.00	\$82,608.00	\$85,905.00	\$87,791.00	\$89,669.00	\$91,553.00
2	\$65,601.00	\$68,882.00	\$75,539.00	\$78,828.00	\$82,112.00	\$85,391.00	\$88,698.00	\$90,578.00	\$92,451.00	\$94,332.00
3	\$68,377.00	\$71,669.00	\$78,328.00	\$81,616.00	\$84,893.00	\$88,173.00	\$91,478.00	\$93,360.00	\$95,240.00	\$97,124.00
4	\$71,107.00	\$74,369.00	\$81,018.00	\$84,282.00	\$87,553.00	\$90,824.00	\$94,109.00	\$95,986.00	\$97,858.00	\$99,736.00
5	\$74,074.00	\$77,345.00	\$83,987.00	\$87,257.00	\$90,525.00	\$93,801.00	\$97,088.00	\$98,965.00	\$100,832.00	\$102,701.00
6	\$77,253.00	\$80,512.00	\$87,167.00	\$90,427.00	\$93,703.00	\$96,971.00	\$100,258.00	\$102,132.00	\$104,010.00	\$105,882.00
7	\$80,814.00	\$84,082.00	\$90,726.00	\$93,997.00	\$97,261.00	\$100,534.00	\$103,825.00	\$105,701.00	\$107,575.00	\$109,451.00
8	\$84,386.00	\$87,656.00	\$94,300.00	\$97,569.00	\$100,832.00	\$104,112.00	\$107,395.00	\$109,268.00	\$111,141.00	\$113,019.00
9	\$88,148.00	\$91,422.00	\$98,061.00	\$101,331.00	\$104,599.00	\$107,869.00	\$111,164.00	\$113,035.00	\$114,906.00	\$116,784.00
10	\$91,920.00	\$95,185.00	\$101,828.00	\$105,094.00	\$108,369.00	\$111,636.00	\$114,930.00	\$116,801.00	\$118,675.00	\$120,552.00
11	\$95,008.00	\$98,318.00	\$105,592.00	\$108,858.00	\$112,137.00	\$115,402.00	\$118,696.00	\$120,571.00	\$122,443.00	\$124,320.00
12	\$95,008.00	\$98,318.00	\$109,353.00	\$112,629.00	\$115,898.00	\$119,171.00	\$122,463.00	\$124,335.00	\$126,205.00	\$128,075.00
13	\$95,008.00	\$98,318.00	\$113,120.00	\$116,393.00	\$119,666.00	\$122,938.00	\$126,231.00	\$128,102.00	\$129,971.00	\$131,842.00
14	\$95,008.00	\$98,318.00	\$116,895.00	\$120,154.00	\$123,433.00	\$126,706.00	\$129,996.00	\$131,868.00	\$133,741.00	\$135,613.00
15	\$95,008.00	\$98,318.00	\$120,857.00	\$124,128.00	\$127,398.00	\$130,662.00	\$133,958.00	\$135,828.00	\$137,706.00	\$139,576.00
16	\$95,008.00	\$98,318.00	\$124,825.00	\$128,090.00	\$131,366.00	\$134,634.00	\$137,917.00	\$139,798.00	\$141,673.00	\$143,546.00
17	\$95,008.00	\$98,318.00	\$126,083.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
18	\$95,008.00	\$98,318.00	\$126,083.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
19	\$95,008.00	\$98,318.00	\$126,083.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
20	\$95,008.00	\$98,318.00	\$126,083.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,091.00	\$140,955.00	\$142,813.00	\$144,677.00
21	\$95,008.00	\$98,318.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,081.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
22	\$95,008.00	\$98,318.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,081.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
23	\$95,008.00	\$98,318.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,081.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
24	\$95,008.00	\$98,318.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,081.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
25	\$95,008.00	\$98,318.00	\$129,335.00	\$132,577.00	\$135,826.00	\$139,081.00	\$142,339.00	\$144,198.00	\$146,057.00	\$147,918.00
26	\$95,008.00	\$98,318.00	\$132,276.00	\$135,527.00	\$138,774.00	\$142,025.00	\$145,289.00	\$147,154.00	\$149,007.00	\$150,870.00

APPENDIX 2

SALARY SCHEDULE - PSYCHOLOGISTS

Psychologists will be placed on the appropriate step of the teachers' salary schedule B according to their experience, added to Step 5 of the MA scale.

APPENDIX 3

LIFE INSURANCE AND DISABILITY INSURANCE

Life Insurance

Teachers shall be insured in the amount of \$25,000. In addition, at their option, teachers may purchase, at their expense, additional life insurance in \$10,000 increments, up to \$300,000.

Disability Insurance*

Available to all certified personnel who are eligible for this coverage. The employee's cost per month is \$7.50. Coverage is 66 2/3% of the employee's salary. Long-term disability benefits for eligible employees will commence 150 working days from the inception of an illness and the exhaustion of sick leave in accordance with group policy provisions.

Effective date of coverage: July 1, 1972 (\$2,500/mo.cap)

Effective date of coverage: July 1, 1993 (\$3,500/mo.cap)

Exact cost, informational booklets and claim forms may be obtained from the Personnel Office, at telephone extension 5664.

The cost of this increase will be assumed by the District. In addition, and subject to the District's then current insurance provider's approval on an individual basis, the current \$5,000 per month limit may be increased at the employee's sole expense by up to 66 2/3% of the employee's salary.

* Previous benefit levels for health insurance, dental insurance and disability insurance will be maintained in keeping with past agreements.

APPENDIX 4

*HEALTH INSURANCE AND DENTAL INSURANCE

Health Insurance

1. Each employee's rate for contribution for health insurance during active employment shall be 20% of the cost, and the District will pay 80% of the cost. If the increase in premium costs exceed 10% in any year, active employees will additionally contribute 50% of all premium costs above 10%. It is understood that base contributions will return to 20% in each succeeding year.

2. The District, in consultation with the STA, will seek to provide a minimum of three (3) health maintenance organization plans ("HMO") for these employees. The District will pay 100% of the cost of the premium of the alternative health plan, provided that the employee will pay the costs of all premiums in excess of 80% of the premium for the then current cost for the New York State Health Insurance Plan.

3. Effective July 1, 2007, all employees retiring after July 1, 2007 will contribute 10% of premium costs, for life.

4. Notwithstanding the provisions of paragraph 2 above, the District may offer unit members the voluntary option of health care coverage in a non-indemnity health care insurance plan selected with the concurrence of the STA.

5. Information booklets and claim forms may be obtained from the Benefits Office, at telephone extension 5659.

*See Appendix 5

Dental Insurance

Available to all certified employees enrolled in the plan as of September 1, 1972 and all new employees.**

Current Employee Cost Per Month

Individual	\$ 2.00
Dependent	\$ 12.00

Effective July 1, 2007, monthly premiums for family coverage will be increased by \$7.50 over those provided for in the 2004-2007 Agreement, to provide an additional maximum benefit of \$1,500, which may be used for any dental procedure not covered by the District's dental plan. The cost for individual coverage will be determined in consultation with the District's Plan Administrator. Effective July 1, 2010, monthly premiums for individual coverage will be increased by \$3.50 over those provided for in the 2007-2010 Agreement.

Information booklets and claim forms may be obtained from the Benefits Office, at telephone extension 5664.

*See Appendix 5

** A teacher who is already covered by dental insurance through a policy held by a husband or wife may decline to become part of the District's group coverage. [Teachers will be given an opportunity to join the dental plan in accordance with regulations agreed upon in the contract between the insurer and the District.]

APPENDIX 5

RETIREMENT INCENTIVE BENEFITS

The following benefits will be provided for staff members employed by the District for a minimum of ten (10) years of actual service prior to retirement, or vesting their retirement rights, at a minimum age of fifty (50). Notwithstanding the foregoing, staff members hired on or after October 22, 2014 must complete fifteen (15) full years of service with the Syosset Central School District in order to be eligible for health insurance coverage during retirement. Teachers must advise the Superintendent, in writing, of their intention to retire or vest for retirement and must give five (5) months prior notice. A formal letter of resignation shall be submitted to the Superintendent for action by the Board no later than three (3) months prior to the date of resignation for retirement purpose.

	<u>First Eligible*</u>	<u>Post Eligible**</u>
1. Health Insurance****	Retiree pays 10% District pay 90%	Retiree pays 10% District pays 90%
2. Disability Insurance	No coverage	No coverage
3. Dental Insurance	Retiree pays \$2.00 per month, individual coverage, or \$12.00 per month for family coverage. District pays remainder.	Retiree pays \$2.00 per month, individual coverage, or \$12.00 per month for family coverage. District pays remainder.

Effective July 1, 2010, as a continuation of benefits provided to active employees, monthly premiums for family coverage will be increased by \$7.50 over those provided for in the 2007-2010 Agreement, to provide for an additional maximum benefit of \$1,500, which may be used for any dental procedure not covered by the District's dental plan. The cost for individual coverage will be determined in consultation with the District's Plan Administrator.

4. Life Insurance	\$25,000 - District pays all to age 65.	\$14,287 - District pays all to age 65.
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In addition, at their option, prior to retirement teachers may purchase, at their own expense, additional life insurance in \$10,000 increments, up to \$300,000. In accordance with the terms of the District's life insurance policy, such supplemental life insurance benefit will be reduced during retirement due to age-related reductions at age 65 and at age 70.

5. Unused Sick Leave	\$7,500 Retirement Fund \$2,000 minimum retire- ment Fund.	\$4,000 fund, \$1,000 minimum.
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* First eligible shall be at the end of the semester or the end of the school year in which the teacher is first eligible for normal retirement benefits based on his/her enrollment in the New York State Teachers' Retirement System.

** Post eligible shall be the year or years following the teacher's first eligibility for normal retirement benefits based on his/her enrollment in the New York State Teachers' Retirement System.

**** For employees hired on or after July 1, 1993. The District's and retiree's rates of contribution shall be as per Appendix 4.

Unused Sick Leave Defined

Staff members who have reached a minimum age of fifty (50) and who have completed ten (10) years of actual service in the District would be eligible at the time of retirement (or when vesting for retirement from the district)*** for a retirement fund balance based on an agreed annual amount of unused sick leave.

The method of computing unused sick leave for purpose of retirement will be as follows:

- a. The average number of sick leave days used by the teaching staff will be computed for each year.
- b. Each person's record will be compared, year for year, with the average. A teacher may accumulate up to the difference between those days not used for sickness and the average number of days of absence for sickness compiled by the staff for any given year and concomitantly, may lose up to, but no more than, the average number of days of absence compiled for any given year. For example: If the average number of sick leave days for the staff is seven (7) in a given year, an individual teacher who has been absent for only three (3) days would be entitled to "bank" four (4) days. If the teacher in question had been absent eleven (11) days in that year, the record would be charged with a debit of four (4) days for that particular year. Since the average number of days of absence for that year was seven (7) even if the teacher had been absent more than fourteen (14) days, the record would be charged with a debit of only seven (7) days for that particular year.

*** By formal application and acceptance by New York Teachers' Retirement System.

Retirement Fund Defined

Each retiree will receive an additional cash payment based on the amount of unused sick leave days he/she has accumulated according to the computation method recited above in the definition of "Unused Sick Leave Defined." First eligible retirees will receive a cash payment of \$2,000 up to a maximum of \$7,500 and post eligible retirees will receive a cash payment of \$1,000 up to a maximum of \$4,000.

APPENDIX 6

STIPENDED ACTIVITIES

The District and the STA agree to the continued implementation of the stipended program as follows:

The point system developed for stipended activities for the duration of the 2017-2020 Agreement shall be applied so that during each year of the agreement compensation for the activity shall be increased by the percentage increase applied to the salary schedule.

2017-2018 - \$44.02

2018-2019 - \$44.46

2019-2020 - \$44.68

The longevity increment system developed for and incorporated into the 1971-72 payroll arrangement shall continue in effect. This schedule established a base prior service year number which will continue in effect for purposes of establishing differential for longevity: Ratios of 1.1 will be provided for personnel in years 3 and 4 in a position: ratios 1.2 will be provided for years 5 and 6 in a position: and ratios 1.3 will be provided for years 7 and beyond in a position. The 1.3 provision will apply after personnel have served for two (2) years at the 1.2 rate. Teachers assigned as directors or coaches of stipended activities who request a discontinuance of service because of reasons of health, child care or other compelling circumstances shall retain their seniority status on the stipend schedule with the approval of the Superintendent if reappointed to a position in the same activity.

Should the District decide to terminate a coach, such determination may be processed as a grievance through stage 2 of the contractual grievance procedure. The decision of the Superintendent of Schools shall be final and binding. The decision of the Superintendent shall not be grievable, arbitrable, or reviewable in any other forum.

Preceptors employed in the independent studies program shall receive compensation during each year of this Agreement as follows:

2017-2018	-	\$645.48
2018-2019	-	\$651.93
2019-2020	-	\$655.19

APPENDIX 7

1. Supplementary Benefit Trust

Effective July 1, 2014, the District shall contribute a total of \$225,000 during each school year to the Supplementary Benefit Trust Fund ("BTF"). The District will make payments on a prorated monthly basis. Each payment of monies by the District shall be accompanied by reports on forms mutually agreed upon by the Trustees and the District. The BTF will purchase and maintain an Employees' Assistance Plan (EAP) for those eligible for BTF benefits, at no additional cost to the District.

2. Vehicular Vandalism Protection - With the submission of paid insurance claims for vandalized automobiles or other vehicles belonging to teachers which have been vandalized while parked on school property, the District agrees to pay the deductible amount up to a maximum of \$200 per claim. Teachers shall be required to report incidents of such vandalism on the day of occurrence to school and police authorities.

APPENDIX 8

AMERICAN EDUCATION WEEK VISITATION

American Education Week visitation has been set for the term of this Agreement as a one-day visitation.

FULL TIME TEACHING POSITIONS

Teaching positions that traditionally have been full-time positions may not be divided into part-time or hourly positions without prior consultation with the STA.

APPENDIX 9

The Tax Sheltered Annuity Committee will be reestablished for the purpose of reviewing the possible expansion of the District's Tax Sheltered Annuity program.

TAX SHELTERED ANNUITY PAYMENT BY DISTRICT

The District will make every best effort to issue tax sheltered annuity checks and third party checks within two (2) District business days following the issuance of a payroll. The District will notify the President of the STA if the schedule cannot be met because of extenuating circumstances.

APPENDIX 10

AFFIRMATION

I, _____ (employees' name) herewith
affirm that I was ill and restricted to home on
_____ (enter dates). I was unable
to report to work on _____ (enter dates).

I was not seen nor treated by a medical
practitioner on said day(s).

DATED:

(Employee)