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AGREEMENT

by and between the

BOARD OF EDUCATION

and the

**JOHNSBURG CENTRAL SCHOOL
DISTRICT**

and the

**JOHNSBURG CENTRAL SCHOOL
TEACHERS ASSOCIATION**

JULY 1, 2004 to JUNE 30, 2009

RECEIVED

NOV 30 2005

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

45

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**Johnsburg Central School
Teachers' Contract**

ARTICLE I

PREAMBLE

We, the undersigned, representatives of the Board of Education of Johnsburg Central School and the Johnsburg Central School Teachers Association respectively, do hereby accept the following contract for the school years 2004-2009.

ARTICLE II

RECOGNITION

The Johnsburg Central School District hereby recognizes the Johnsburg Central School Teachers Association for the purpose of collective bargaining. Said unit is composed of full- and part-time certified personnel except Superintendent, Building Principal, Vice-Principal and Elementary Supervisor, but excludes per diem substitutes and other substitutes unless otherwise provided for herein and follows:

“Long-term substitutes” who are eligible for limited benefits under the Agreement between JCS and the JCSTA as follows:

- A. “Long-term substitutes” who are employed in excess of 40 consecutive days for an individual teacher on leave will be eligible for benefits of a part-time teacher in Article IX, A, B, C retroactive to the first day of employment.
- B. “Long-term substitutes” who are employed to replace an individual teacher on leave for a semester or longer will be eligible for health insurance benefits in Article VIII in addition to benefits A, B, and C in Article IX.
- C. Long-term substitutes will be compensated by administrative placement on the salary schedule.

ARTICLE III

SAVING CLAUSE AND IMPLEMENTATION

This Agreement and all provisions herein are subject to all applicable laws and regulations and decisions of the Commissioner of Education for New York State. In the event any provision of this Agreement is held to violate such laws, said provision shall not bind either of the parties but the remainder of this Agreement shall remain in full force and effect as if the invalid provision had not been a part of this Agreement.

IMPLEMENTATION

An Amendment to the Taylor Act (Laws of 1969) requires the following:

“Agreements between employers and employee organizations.” A written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such agreement.

1. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.
2. EVERY EMPLOYEE ORGANIZATION SUBMITTING SUCH A WRITTEN AGREEMENT TO ITS MEMBERS FOR RATIFICATION SHALL PUBLISH SUCH NOTICE, INCLUDE SUCH NOTICE IN THE DOCUMENTS ACCOMPANYING SUCH SUBMISSION AND SHALL READ IT ALOUD AT ANY MEMBERSHIP MEETING CALLED TO CONSIDER SUCH RATIFICATION.
3. WITHIN SIXTY DAYS AFTER THE EFFECTIVE DATE OF THIS ACT, A COPY OF THIS SECTION SHALL BE FURNISHED BY THE CHIEF FISCAL OFFICER OF EACH PUBLIC EMPLOYER TO EACH PUBLIC EMPLOYEE. EACH PUBLIC EMPLOYEE EMPLOYED THEREAFTER SHALL, UPON SUCH EMPLOYMENT, BE FURNISHED WITH A COPY OF THE PROVISIONS OF THIS SECTION.”

ARTICLE IV

DUES DEDUCTION

- A. Each teacher requesting dues deductions will have a fixed amount deducted from seventeen paychecks beginning with the first paycheck in October. The fixed amount will be determined by the J.C.S.T.A. using the combined dues of J.C.S.T.A., N.Y.S.U.T. and other affiliates divided by seventeen, and will be reported to the District Treasurer by September 20th of each year.
- B. Agency Fee - The District shall deduct from the salary of employees in this bargaining unit, as defined in ARTICLE II, who are not members of the J.C.S.T.A. that amount equivalent to the dues levied by the J.C.S.T.A. and its affiliates and shall transmit said monies to the J.C.S.T.A. The J.C.S.T.A. affirms that it has adopted such procedures as are necessary in conforming with the Laws of New York State. The Association agrees to hold the District harmless from any lawsuits or litigation in connection with this provision. By September 20th of each year, the Association will provide the business office with a written list of unit members paying an agency fee.

ARTICLE V

WORK DAY/WORK YEAR

- A. The normal work day for teachers shall run 7 hours and 20 minutes inclusive of lunch and planning periods. In addition to this time, teachers may be scheduled for two additional meetings (faculty/staff/departments) per month, as well as parent conferences and a back-to-school night.
- B. The school calendar shall be developed by the Administration following consultation with the Association. The calendar shall result in no more than 185 work days between September 1st and June 30th. Any additional time worked beyond the 185 work days will be compensated on the basis of 1/185 of the individual's annual salary per additional work day.
- C. Voluntary teaching of summer school will be paid at a rate of 1/200 of Step 1 of the BS thru MS+30 columns of the salary schedule for the next year. If the District obligates a teacher to work during the summer (non-voluntary) the teacher will be compensated at 1/185th of his/her regular salary.
- D. In other instances where volunteer summer employment or attendance at summer conferences is of mutual interest, the administration and the individual may agree on alternate compensation. The JCSTA will be notified of the agreement.

ARTICLE VI

TEACHER ASSIGNMENT/TRANSFERS

- A. It is agreed that teachers will be notified of their tentative assignment for the forthcoming school year by June 1.
- B. Insofar as possible, administration will inform secondary school staff members of their tentative teaching assignments by ability level, grade levels and subjects of the classes which are to be assigned for the forthcoming school year.
- C. It is understood that not all information regarding promotions, failures, results of summer school, attrition, new enrollees, or restructuring possibilities will be known by June 1 and that there are possibilities for changes in the June 1st assignment. In the event that it becomes necessary to modify the June 1st tentative assignment, the teacher will be notified of the necessary changes at his/her summer address.
- D. General
 - 1. Members of the unit who desire a change in grade and/or subject assignment shall file a written request statement at the Office of the Superintendent, or with a delegated person, not later than March 15th. Such statement shall include the grade and/or subject to which the teacher wishes to be assigned.

2. All vacancies in positions in the District requiring teaching certification will be posted in the office or faculty rooms at least five (5) school days prior to the recruiting of any person outside the District, except during the months of June through September when recruiting may begin with the announcement of the vacancy.

E. Voluntary Transfer

1. Voluntary transfer shall mean any change in position requested or initiated by the teacher.
2. A tenure teacher transferred on a voluntary basis to a new tenure area shall serve a probationary period.

F. Involuntary Transfer

1. An involuntary transfer is a transfer to another tenure area within the scope of the teacher's certification.
2. Notice of an involuntary transfer shall be given to teachers no later than December 20th of the preceding semester, or not later than May 15th of the preceding school year.
3. An involuntary transfer or reassignment shall be made only after a meeting between the teacher(s) involved and the Building Principal, at which time the teacher(s) will be notified of the reasons therefore.
4. In the event a teacher objects to the transfer or reassignment at this meeting, he/she may request the Association to arrange a meeting with him/her, the Association Representatives, the Principal(s) and the Superintendent to discuss the matter.

G. Reduction in Staff

In the event a reduction in staff is necessary due to a decrease in students, educational revisions, or budgetary or financial consideration, the following procedure shall be applied:

1. Layoff will be based on seniority (length of service within the tenure area).
2. Where normal attrition does not take care of the necessary staff reduction, the teacher having the least seniority within the tenure area of the position abolished shall be discontinued.
3. A teacher who is thus laid off shall be placed upon a preferred eligible list of candidates for seven (7) years. Any person reinstated from the preferred list within seven (7) years shall be re-employed with all rights and benefits conferred as a matter of Law, rule, regulation and contract.

ARTICLE VII

CLASS SIZE WORKLOAD PLANNING AND PREPARATION PERIODS

Class Size - If class size exceeds the maximum number, the Superintendent will consult with the President of J.C.S.T.A.

1. Elementary K-6
 - a) The District will establish the academic class size goals for Kindergarten through Grade 6 at twenty-eight (28) students per class.
 - b) The District will provide all elementary teachers with 39 minutes of total preparation time per day or 195 minutes per week.

2. Secondary 7-12
 - a) The District will establish the academic class size goals for grades 7-12 at twenty-eight (28) students per class.
 - b) The District recognizes the goal of a work load for secondary teachers of five (5) teaching assignments (3 or more lab periods will be considered a teaching assignment) two supervision periods, one preparation/planning period, and a duty free lunch.

In lieu of a second supervisory period, teachers may be assigned with consultation or volunteer for a sixth teaching assignment.

3. Bargaining unit members will have at least a 30-minute duty-free lunch period.

4. Special education and reading teachers shall receive preparation time as per I b) above.

5. The Johnsburg School District recognizes that teachers need time in order to plan and prepare for educational programs. The District will take the recommendation of one period duty free time for each teacher into consideration when planning the master schedule. As a commitment to the improvement of instruction, the Board of Education and the administration of the Johnsburg Central School recognizes the value of free time for teachers to work on new or improved programs. Upon the request of the teacher the administration shall make every effort to provide time during the school week for teachers to meet with specialists and for department heads to meet with the members of their departments. This clause further recognizes the limitations on such time due to staff availability.

ARTICLE VIII

HEALTH INSURANCE

- A. The school District shall assume responsibility for the payment of 88% of the Individual and Dependents premium for Health Insurance on behalf of the professional staff employed by the Board of Education. This policy shall be extended to cover retirement occurring after the school year 1971-72.
- B. Retirees shall be provided insurance as stated above at a rate determined as per the individual's rate at retirement.
- C. The District will continue to provide an IRS 125 Plan as currently implemented.
- D. Buy-out Provision: Members who do not choose to have health insurance coverage in this plan will be provided with the compensation as stated: For members dropping a current plan the following amounts will be paid:

Individual	\$1000
Two person.....	\$1500
Family	\$2000

As of March 1, 2001, three teachers have elected not to participate in the health insurance program. Two are eligible for family coverage and one for two-person coverage. Therefore, on an annual basis, before the buy-out is effective, a minimum of two (2) teachers each year must opt out of the family, health insurance plan and one (1) teacher must opt out of the two-person plan. To qualify for this buy-out stipend, the teacher electing not to be covered by the district's health insurance must show proof of alternate insurance. The employee has the right of re-entry in the health insurance plan where the employee lost alternate health insurance coverage. If an employee opts out of the insurance plan during the school year, the buy-out amount will be pro-rated from the last day of the month in which the teacher opts to the end of the school year. Payment of the buy-out will be in the last pay of the year. On June 30, of any year, the district can suspend the health insurance buy-out provision if it can demonstrate the buy-out provision no longer represents a financial benefit to the district.

CONTRACT STATEMENT

- 1. The Empire Blue Cross and Blue Shield Health Insurance Plan in effect on 3/6/01 will be the basic plan provided to the employees of the Johnsbury Central School Teachers' Association:
 - \$100 individual major medical deductible
 - \$200 family major medical deductible
 - No-fault exclusion
 - Co-insurance (80%/20%) on the first \$2,000 paid yearly.
 - Co-insurance waived after first \$2,000 paid yearly and paid at 100% for the remainder of the calendar year.
 - \$ 1,000,000 major medical lifetime maximum (option).
 - \$5 generic/\$10 name brand deductible prescription drug program (option).
 - *Employees retiring during the period from July 2000, to June 30, 2004 will have a \$5 deductible prescription drug program in retirement.

- Routine physical exam over 50 years of age (option).
 - Benefits for alcoholism and/or substance abuse (option).
 - 120 day in-patient and 120 day out-patient care for alcohol and substance abuse, if needed.
2. All members of the professional staff will be eligible for enrollment in the health insurance program, according to enrollment procedures, eligibility, etc., as previously administered.
 3. The effective date of coverage for new enrollees and for new employees enrolled will be in accordance with local guidelines as previously administered.
 4. Enrollment changes must be made through the Business Office.
 5. If an enrollee stops working for the School District, coverage will end the last day of the month during which employment ended, unless the employee elects coverage pursuant to the terms of COBRA.
 6. Enrollees on District approved leave without pay may apply to the School Board in writing if they wish to continue coverage under the plan. Premiums will be paid in full by the enrollee.
 7. Service and disability retirees may continue coverage under the plan according to local guidelines as previously administered. The premium cost paid by the District for those retiring will be the percentage amount in effect as per negotiated contract at the time the enrollee retires.
 8. If you end your employment with the District before retirement age, you may continue health insurance coverage both while in vested status and, subsequently, during retirement if:

You have satisfied the minimum requirements established by law for vesting your retirement.

You have met all the minimum requirements except that of age for continuation of health insurance coverage into retirement and according to local guidelines as previously administered. These requirements must have been met at the time you terminate employment. They may not be satisfied while you are in vested status or after your retirement allowance begins.

To continue coverage as a vestee, you must pay the full cost of coverage. Any interruption of coverage because of failure to remit payments for full cost of coverage will disqualify you from continuation of coverage into retirement. When you are eligible to receive your retirement allowance, you will be required to pay the percentage of premium in effect as per negotiated contract at the time of enrollee leaving employment of the District.
 9. If an enrollee with family coverage dies, survivors will have extended benefits at no further cost for three months after death. Survivors may request in writing to the School Board to continue coverage in the health insurance program providing they pay the full cost of the premium. Continued coverage for survivors after initial three-month period would be in accordance with local guidelines as previously administered.
 10. Conversion privileges and waiver of premium will be as provided by the carrier.

11. Whereas, Blue Cross requires that when the enrollee or a dependent becomes eligible for Medicare, they must enroll in Medicare for parts A and B, and whereas, Blue Cross will not pay any benefits for which you are eligible under Medicare, it is necessary that the eligible enrollee and eligible dependent be enrolled in Part A and B of Medicare so as to not have reduced insurance benefits. The enrollee will be reimbursed an amount equal to the current charge for insuring himself and/or his/her covered dependents for Part B of the Medicare Program according to previously administered District policy.
12. An avenue of communication with the Teachers' Association on matters dealing with the management of the plan, including proposed changes in the plan and/or management structure will be provided including:
 1. Notification of JCSTA.
 2. An opportunity for association input on matters of change before the fact.
 3. Direct advisement by the District to the enrollees on matters dealing with benefits as may be necessary and desirable.

ARTICLE IX

LEAVES

A. Personal Sick Leave

Members of the professional staff shall be entitled to 12 days per year available on the first day of school. Sick leave days shall have unlimited accumulation. Part-time employees shall receive a portion of sick days equal to the proportion of time that they are employed as compared with a full-time teacher on the staff. The appropriate number of sick days shall be credited at the time of employment or the beginning of the school year.

B. Family Illness

Three days leave each year shall be granted for family illness. Family means those residing in the household and the employees' parents. These days may also be used for funerals. Part-time employees shall receive a portion of family illness days equal to that proportion of time that they are employed as compared with a full-time teacher on the staff. Members may request additional days be granted within a school year if unusual circumstances arise. Additional days granted for family illness would be deducted from employees' accumulated sick days. Members of the immediate family include husband and wife, child, parent, grandparent, brother or brother-in-law, sister or sister-in-law, grandchild or guardian including any person who has developed an immediate family-like obligation due to past personal relationships.

C. **Personal Leave**

One day each year shall be granted for personal business to those teachers teaching for the first time in the school district and two days each year thereafter. Unused personal leave days may be accumulated to a maximum of three days. Personal business leave includes, but is not limited to, doctors and dentists appointments which can be made in advance, except for those which are a result of absence due to illness; these would be considered personal sick leave. Personal leave days used before or after a holiday will be granted only with the permission of the Superintendent. Part-time employees shall receive a portion of personal leave days equal to that proportion of time that they are employed as compared with a full-time teacher on the staff. When possible, bargaining unit members will submit a notice in writing to the Superintendent 72 hours in advance of the day(s) needed for personal business.

D. **Parental Leave of Absence**

- a. A teacher may be granted an unpaid Child Care Leave for up to two (2) full years (inclusive of any pregnancy leave which may be applicable under A) upon written request by the staff member and the recommendation of the Superintendent and approval of the Board.
- b. Upon return, a teacher shall not lose any benefits accrued prior to taking a parental leave of absence. If a teacher is employed for at least half a school year (90 days), said teacher shall be given credit for one full year of service on the salary schedule.
- c. A teacher on parental leave of absence shall not be denied the right to substitute in the school district or seek other part-time employment by reason of the fact that the teacher is on such leave of absence.
- d. This clause does not apply to part-time teachers on staff.
- e. A teacher adopting an infant child of four (4) years and/or less shall be entitled upon request to a leave without pay to commence at any time during the first year after receiving de facto custody of said infant child or prior to receiving such custody if necessary in order to fulfill the requirements for adoption. Maximum length of the leave shall be two (2) years and the teacher, except in emergency, shall give thirty (30) days notification.

E. **Sabbatical Leave**

A sabbatical leave policy shall be instituted for the purpose of further education. The leave period will be one year with the teacher receiving one-half the salary due him for that year of service in accordance with the salary schedule in effect as of the year of the leave. Sabbaticals will be granted at the discretion of the Board of Education.

To be eligible for such a sabbatical leave, the staff member must have been granted tenure at Johnsbury and will be obligated to return to this school district for a period of at least two teaching school years.

Under such a policy there would be no loss or interruption of service benefits.

F. **Association Leave**

The Association shall have an aggregate six (6) days per year available for conferences, etc. Allocation of said days shall be determined by the Association and conveyed to the District in advance of actual usage.

G. **Bereavement Leave**

Teachers will be granted 3 days to be used for each occasion of death in the immediate family, non-accumulative. Members of the immediate family include husband and wife, child, parent, grandparent, brother or brother-in-law, sister or sister-in-law, grand child or guardian including any person who has developed an immediate family-like obligation due to past personal relationships.

H. **Sick Bank**

1. Purpose: the Sick Leave Bank is established to aid bargaining unit members who suffer prolonged illness and whose sick leave accumulation has been exhausted.
2. Membership: Any member of the bargaining unit may voluntarily join the Sick Leave Bank. He/She may do so by signing an authorization form requesting the Board of Education to deduct a maximum of two (2) days per school year from his/her accumulated sick time. A member may elect to enroll in this bank during the month of September of each school year. During any one school year, the total number of days available at any one time in the bank shall not exceed two (2) days for each member of the bargaining unit.
3. Utilization:
 - a. Requisitions to utilize the Sick Leave Bank will be made to the Sick Leave Bank committee appointed by the Association. Input could be provided by an administrator designated by the Superintendent.
 1. The bargaining unit member must be employed by the district for a period of one year to take advantage of the sick leave bank.
 2. Only those members who have contributed to the sick leave bank during the most recent enrollment period will be permitted to utilize it.
 3. A doctor's statement indicating the nature of the illness or injury.
 4. A statement from the district that the bargaining unit member has exhausted his/her accumulated sick days.
 5. A statement from the bargaining unit member indicating the approximate number of days requested.
 6. An individual may borrow a maximum of thirty (30) days during a single school year.
 7. If the individual does not use the total number of days requested, the balance of such days shall be returned to the sick bank.
 8. The Association has the responsibility for developing and implementing the the guidelines for use of the Sick Leave Bank. The decision of the Association in either granting or denying the use of Sick Leave bank Days shall be final and binding and not subject to the grievance procedure.

9. In the event that the Sick Leave Bank is depleted to twenty or less days, the Sick Leave Bank Committee will open the enrollment for additional days.
10. A member may borrow a maximum of 90 days during their employment at JCS.

ARTICLE X

RETIREMENT INCREMENT

Accumulated sick leave payout at retirement shall be at the rate of forty percent (40%) of the number of accumulated sick days times the current daily pay for per diem substitutes.

In order to be eligible for said retirement increment, the employee shall be required to provide the Superintendent with written notice of resignation for retirement purposes (retirement defined under New York State Teachers Retirement System definition). Payout of such compensation shall be no later than July 15 of the next fiscal year following effective date of retirement.

ARTICLE XI

SALARY

A. Indexes

The following indices will be applicable: 1.025 for Head of Department or Grade Coordinator. Guidance Counselors will be paid 1.1 for the regular school year including ten days distributed with five (5) days following graduation and five (5) days directly prior to the first staff day of the following school calendar year. Summer employment in excess of 10 days will be at the rate of 1/200th based on salary of current year.

B. Department Heads/Grade Coordinators

Subject matter teachers are eligible to become head of a high school department and elementary teachers are eligible to become a grade level coordinator and receive an additional salary for same on the recommendation of the Superintendent and approval of the Board of Education.

C. Mentor Teachers

Teachers selected as mentors to new teachers by administrative procedure who accept the appointment will receive a stipend of \$ 1000. One staff development day prior to 1st day of school for mentor will be expected as part of the stipend.

D. **Academic Credit Beyond Degree**

1. To establish academic credit hours at or beyond the BA, MA, or Ed.D. degrees, the following procedure will be utilized. Official transcripts will be processed on November 1 and April 1 of each school year. Teachers whose transcripts are processed November 1 will receive 10/10's of any money for which they are eligible. Teachers whose transcripts are processed on April 1 will receive 5/10 of any money for which they are then eligible. Money will be prorated over the remaining pay periods of that year.
2. Effective 7-1-2000, only new credits earned shall be paid at the rate of \$35 per credit hour in blocks of six (6) credit hours.

Credits earned over BA+60 and MA+30 shall be paid for only once at the minimum rate of \$300 per 6 credit hour block.

E. **In-service Credit**

To encourage teachers to continue their education and enhance their teaching effectiveness, in-service credit will be granted for courses approved in advance by the Superintendent. Each fifteen (15) hours of clock time will count for one (1) credit hour toward salary adjustment.

The Administration shall solicit Association input in selecting those courses which are to be made available to the Johnsbury Faculty.

F. **Hours Constituting a Masters Degree**

When a teacher is unable to establish the number of semester hours which were earned toward the Masters Degree, thirty-two (32) will be the accepted number of credit hours. Starting in 1978-79, teachers will be paid for one masters degree as specified on the salary schedule.

G. **Probationary Teacher Extra-Curricular Enhancement:**

Probationary teachers can earn up to \$1000 extra for working with students in approved after-school activities. This would be paid at a rate of \$25 per experience/day for a probationary teacher who stayed to assist in an activity. Prior approval of qualifying activities by administration is required.

H. **Salary Schedules**

Salary schedules as attached represent:

2004-2005	3.5% on schedule including .5% for attaining performance criteria*
2005-2006	3.0% on schedule including .5% for attaining performance criteria*
2006-2007	3.0% on schedule including .5% for attaining performance criteria*
2007-2008	3.0% on schedule including .5% for attaining performance criteria*
2008-2009	3.0% on schedule including .5% for attaining performance criteria*

I. **Performance Stipend***

The Board of Education with the teachers has established a performance criteria that demonstrates the willingness of our school faculty to be accountable and provide assurance that the criteria agreed upon for good education will be accomplished each year. Criteria of qualification attached as Appendix A will be the criteria used in this provision. To eliminate the need for multiple salary schedules, the district will pay from the salary schedule established for the year. In the event that the teachers do not perform the tasks established in the criteria, the district will withhold .5% of the annual salary in two equal parts from the final two pays of the year in which the criteria is not met.

<u>2004-2005</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>BA+60</u>	<u>MA+30</u>
1	\$ 34,533	\$ 37,155	\$ 37,194	\$ 38,965	\$ 39,401
2	\$ 35,846	\$ 38,055	\$ 38,500	\$ 40,270	\$ 40,713
3	\$ 37,155	\$ 39,365	\$ 39,965	\$ 41,581	\$ 42,025
4	\$ 38,470	\$ 40,681	\$ 41,121	\$ 42,891	\$ 43,338
5	\$ 39,779	\$ 41,988	\$ 42,431	\$ 44,198	\$ 44,646
6	\$ 41,083	\$ 43,303	\$ 43,745	\$ 45,515	\$ 45,959
7	\$ 42,400	\$ 44,612	\$ 45,056	\$ 46,824	\$ 47,263
8	\$ 43,707	\$ 45,924	\$ 46,367	\$ 48,134	\$ 48,579
9	\$ 45,023	\$ 47,235	\$ 47,674	\$ 49,448	\$ 49,890
10	\$ 46,331	\$ 48,540	\$ 48,986	\$ 50,758	\$ 51,199
11	\$ 47,644	\$ 49,853	\$ 50,300	\$ 52,068	\$ 52,513
12	\$ 47,644	\$ 51,164	\$ 51,610	\$ 53,377	\$ 53,824
13	\$ 47,644	\$ 52,477	\$ 52,919	\$ 54,688	\$ 55,135
14	\$ 47,644	\$ 53,787	\$ 54,230	\$ 55,995	\$ 56,442
15	\$ 47,644	\$ 55,099	\$ 55,541	\$ 57,313	\$ 57,754
16	\$ 47,644	\$ 56,410	\$ 56,853	\$ 58,623	\$ 59,065
17	\$ 47,644	\$ 57,718	\$ 58,160	\$ 59,935	\$ 60,377
18	\$ 47,644	\$ 59,029	\$ 59,470	\$ 61,244	\$ 61,686
19	\$ 47,644	\$ 60,337	\$ 60,782	\$ 62,552	\$ 62,997
20	\$ 47,644	\$ 61,651	\$ 62,092	\$ 63,865	\$ 64,307
21	\$ 47,644	\$ 62,962	\$ 63,402	\$ 65,176	\$ 65,616
22	\$ 47,644	\$ 64,272	\$ 64,715	\$ 66,486	\$ 66,929
23	\$ 47,644	\$ 65,586	\$ 66,026	\$ 67,799	\$ 68,240
24	\$ 47,644	\$ 66,896	\$ 67,336	\$ 69,110	\$ 69,552
25	\$ 47,644	\$ 67,707	\$ 68,146	\$ 70,422	\$ 70,862

<u>2005-2006</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>BA+60</u>	<u>MA+30</u>
1	\$ 35,569	\$ 38,270	\$ 38,310	\$ 40,134	\$ 40,583
2	\$ 36,922	\$ 39,197	\$ 39,655	\$ 41,478	\$ 41,934
3	\$ 38,270	\$ 40,546	\$ 41,164	\$ 42,829	\$ 43,286
4	\$ 39,624	\$ 41,901	\$ 42,354	\$ 44,178	\$ 44,638
5	\$ 40,973	\$ 43,248	\$ 43,704	\$ 45,524	\$ 45,985
6	\$ 42,316	\$ 44,602	\$ 45,058	\$ 46,881	\$ 47,338
7	\$ 43,672	\$ 45,950	\$ 46,407	\$ 48,229	\$ 48,681
8	\$ 45,018	\$ 47,302	\$ 47,758	\$ 49,578	\$ 50,036
9	\$ 46,373	\$ 48,652	\$ 49,104	\$ 50,932	\$ 51,387
10	\$ 47,721	\$ 49,997	\$ 50,455	\$ 52,281	\$ 52,735
11	\$ 49,073	\$ 51,348	\$ 51,809	\$ 53,630	\$ 54,088
12	\$ 49,073	\$ 52,699	\$ 53,159	\$ 54,978	\$ 55,439
13	\$ 49,073	\$ 54,051	\$ 54,506	\$ 56,329	\$ 56,790
14	\$ 49,073	\$ 55,400	\$ 55,857	\$ 57,674	\$ 58,135
15	\$ 49,073	\$ 56,752	\$ 57,207	\$ 59,033	\$ 59,487
16	\$ 49,073	\$ 58,102	\$ 58,558	\$ 60,382	\$ 60,837
17	\$ 49,073	\$ 59,449	\$ 59,905	\$ 61,733	\$ 62,188
18	\$ 49,073	\$ 60,800	\$ 61,254	\$ 63,081	\$ 63,537
19	\$ 49,073	\$ 62,148	\$ 62,606	\$ 64,429	\$ 64,887
20	\$ 49,073	\$ 63,500	\$ 63,954	\$ 65,781	\$ 66,236
21	\$ 49,073	\$ 64,851	\$ 65,304	\$ 67,131	\$ 67,584
22	\$ 49,073	\$ 66,201	\$ 66,657	\$ 68,481	\$ 68,937
23	\$ 49,073	\$ 67,553	\$ 68,007	\$ 69,833	\$ 70,287
24	\$ 49,073	\$ 68,903	\$ 69,356	\$ 71,183	\$ 71,639
25	\$ 49,073	\$ 69,738	\$ 70,191	\$ 72,535	\$ 72,988

<u>2006-2007</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>BA+60</u>	<u>MA+30</u>
1	\$ 36,636	\$ 39,418	\$ 39,459	\$ 41,338	\$ 41,801
2	\$ 38,029	\$ 40,372	\$ 40,845	\$ 42,722	\$ 43,192
3	\$ 39,418	\$ 41,763	\$ 42,399	\$ 44,113	\$ 44,584
4	\$ 40,813	\$ 43,158	\$ 43,625	\$ 45,504	\$ 45,977
5	\$ 42,202	\$ 44,545	\$ 45,015	\$ 46,889	\$ 47,365
6	\$ 43,585	\$ 45,941	\$ 46,409	\$ 48,287	\$ 48,758
7	\$ 44,982	\$ 47,328	\$ 47,800	\$ 49,676	\$ 50,142
8	\$ 46,369	\$ 48,721	\$ 49,191	\$ 51,065	\$ 51,537
9	\$ 47,764	\$ 50,112	\$ 50,578	\$ 52,460	\$ 52,928
10	\$ 49,152	\$ 51,497	\$ 51,969	\$ 53,850	\$ 54,317
11	\$ 50,546	\$ 52,889	\$ 53,363	\$ 55,239	\$ 55,711
12	\$ 50,546	\$ 54,280	\$ 54,753	\$ 56,628	\$ 57,102
13	\$ 50,546	\$ 55,672	\$ 56,141	\$ 58,019	\$ 58,493
14	\$ 50,546	\$ 57,063	\$ 57,532	\$ 59,405	\$ 59,879
15	\$ 50,546	\$ 58,455	\$ 58,924	\$ 60,803	\$ 61,271
16	\$ 50,546	\$ 59,845	\$ 60,315	\$ 62,194	\$ 62,662
17	\$ 50,546	\$ 61,233	\$ 61,702	\$ 63,585	\$ 64,054
18	\$ 50,546	\$ 62,624	\$ 63,092	\$ 64,974	\$ 65,443
19	\$ 50,546	\$ 64,012	\$ 64,484	\$ 66,362	\$ 66,834
20	\$ 50,546	\$ 65,405	\$ 65,873	\$ 67,754	\$ 68,223
21	\$ 50,546	\$ 66,797	\$ 67,263	\$ 69,145	\$ 69,612
22	\$ 50,546	\$ 68,187	\$ 68,657	\$ 70,535	\$ 71,005
23	\$ 50,546	\$ 69,580	\$ 70,047	\$ 71,928	\$ 72,395
24	\$ 50,546	\$ 70,970	\$ 71,437	\$ 73,319	\$ 73,788
25	\$ 50,546	\$ 71,830	\$ 72,297	\$ 74,711	\$ 75,178

<u>2007-2008</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>BA+60</u>	<u>MA+30</u>
1	\$ 37,735	\$ 40,601	\$ 40,643	\$ 42,578	\$ 43,055
2	\$ 39,170	\$ 41,584	\$ 42,070	\$ 44,004	\$ 44,488
3	\$ 40,601	\$ 43,015	\$ 43,671	\$ 45,437	\$ 45,922
4	\$ 42,037	\$ 44,453	\$ 44,934	\$ 46,869	\$ 47,356
5	\$ 43,468	\$ 45,881	\$ 46,365	\$ 48,296	\$ 48,786
6	\$ 44,893	\$ 47,319	\$ 47,802	\$ 49,736	\$ 50,221
7	\$ 46,331	\$ 48,748	\$ 49,233	\$ 51,166	\$ 51,646
8	\$ 47,760	\$ 50,182	\$ 50,666	\$ 52,597	\$ 53,083
9	\$ 49,197	\$ 51,615	\$ 52,095	\$ 54,033	\$ 54,516
10	\$ 50,627	\$ 53,041	\$ 53,528	\$ 55,465	\$ 55,947
11	\$ 52,062	\$ 54,476	\$ 54,964	\$ 56,896	\$ 57,382
12	\$ 52,062	\$ 55,908	\$ 56,396	\$ 58,327	\$ 58,815
13	\$ 52,062	\$ 57,343	\$ 57,825	\$ 59,759	\$ 60,248
14	\$ 52,062	\$ 58,774	\$ 59,258	\$ 61,187	\$ 61,675
15	\$ 52,062	\$ 60,208	\$ 60,691	\$ 62,628	\$ 63,109
16	\$ 52,062	\$ 61,640	\$ 62,124	\$ 64,059	\$ 64,542
17	\$ 52,062	\$ 63,070	\$ 63,553	\$ 65,492	\$ 65,975
18	\$ 52,062	\$ 64,503	\$ 64,985	\$ 66,923	\$ 67,406
19	\$ 52,062	\$ 65,932	\$ 66,419	\$ 68,353	\$ 68,839
20	\$ 52,062	\$ 67,368	\$ 67,849	\$ 69,787	\$ 70,270
21	\$ 52,062	\$ 68,800	\$ 69,281	\$ 71,220	\$ 71,700
22	\$ 52,062	\$ 70,232	\$ 70,716	\$ 72,651	\$ 73,135
23	\$ 52,062	\$ 71,667	\$ 72,148	\$ 74,085	\$ 74,567
24	\$ 52,062	\$ 73,099	\$ 73,580	\$ 75,518	\$ 76,001
25	\$ 52,062	\$ 73,985	\$ 74,465	\$ 76,952	\$ 77,433

1	\$ 38,867	\$ 41,819	\$ 41,862	\$ 43,855	\$ 44,347
2	\$ 40,345	\$ 42,831	\$ 43,332	\$ 45,324	\$ 45,823
3	\$ 41,819	\$ 44,306	\$ 44,982	\$ 46,800	\$ 47,300
4	\$ 43,298	\$ 45,786	\$ 46,282	\$ 48,275	\$ 48,777
5	\$ 44,772	\$ 47,258	\$ 47,756	\$ 49,745	\$ 50,249
6	\$ 46,240	\$ 48,738	\$ 49,236	\$ 51,228	\$ 51,727
7	\$ 47,721	\$ 50,211	\$ 50,710	\$ 52,701	\$ 53,195
8	\$ 49,193	\$ 51,688	\$ 52,186	\$ 54,175	\$ 54,676
9	\$ 50,673	\$ 53,164	\$ 53,658	\$ 55,654	\$ 56,152
10	\$ 52,146	\$ 54,633	\$ 55,134	\$ 57,129	\$ 57,625
11	\$ 53,624	\$ 56,110	\$ 56,613	\$ 58,603	\$ 59,104
12	\$ 53,624	\$ 57,586	\$ 58,088	\$ 60,076	\$ 60,580
13	\$ 53,624	\$ 59,063	\$ 59,560	\$ 61,552	\$ 62,055
14	\$ 53,624	\$ 60,538	\$ 61,036	\$ 63,022	\$ 63,526
15	\$ 53,624	\$ 62,015	\$ 62,512	\$ 64,506	\$ 65,003
16	\$ 53,624	\$ 63,489	\$ 63,988	\$ 65,981	\$ 66,479
17	\$ 53,624	\$ 64,962	\$ 65,459	\$ 67,457	\$ 67,955
18	\$ 53,624	\$ 66,438	\$ 66,934	\$ 68,931	\$ 69,428
19	\$ 53,624	\$ 67,910	\$ 68,411	\$ 70,403	\$ 70,904
20	\$ 53,624	\$ 69,389	\$ 69,885	\$ 71,880	\$ 72,378
21	\$ 53,624	\$ 70,864	\$ 71,360	\$ 73,356	\$ 73,851
22	\$ 53,624	\$ 72,339	\$ 72,838	\$ 74,831	\$ 75,330
23	\$ 53,624	\$ 73,817	\$ 74,313	\$ 76,308	\$ 76,804
24	\$ 53,624	\$ 75,292	\$ 75,787	\$ 77,784	\$ 78,281
25	\$ 53,624	\$ 76,204	\$ 76,699	\$ 79,261	\$ 79,756

ARTICLE XII

EXTRA CURRICULAR ACTIVITIESA. Co-Curricular Activities

Basketball:	Chaperone (Long)	\$75.00
	(Short)	60.00
	(Home)	50.00
	Timer/Announcement	50/10
	Shot Clock	30.00
	Varsity Score Book	30.00
	Ticket Seller	50.00
	Other Chaperoning: per hour	13.10

Maximum per day not to exceed substitute teacher pay for one day.

B. Other Activities

Advisors:

Freshman	\$400.00
Sophomore	400.00
Junior	400.00
Prom	1000.00
Senior	400.00
Graduation Coordinator	1000.00
Honor Society	400.00
Jr. High Honor	400.00
Drama/Musical Performance	1500.00 (1 per year)
Drama Club	400.00
Student Council	800.00
Yearbook	2000.00
Stage Band	1600.00
Pop Singers	1600.00
SADD	400.00
Youth & Government	800.00
Post Star Bowl	400.00
French Club	400.00
Earth Club	400.00
Jr. High Travel Club (2)	400.00

C. Coaching**Soccer**

Varsity	3254.00
J.V. or Assistant	2080.00
Modified	2080.00

Field Hockey

Varsity	3254.00
J.V. or Assistant	2080.00
Modified	2080.00

Girls Basketball

Varsity	4107.00
J.V. or Assistant	3520.00
Modified	3520.00

Boys Basketball

Varsity	4107.00
J.V. or Assistant	3520.00
Modified	3520.00

Softball

Varsity	2880.00
Modified	2080.00

Baseball

Varsity	2880.00
Modified	2080.00

Tennis

Varsity	2770.00
Modified	1813.00

Nordic Skiing 2670.00

Alpine Skiing 1820.00

Cheerleading 1820.00

Athletic Director 4000.00 (may divide \$ when boys' and girls' directors are appointed)

Development Programs: (Intramurals)

Fall:	Soccer and Field Hockey	400
Winter:	Boys' and Girls' Basketball	600
Spring:	Field Hockey and Soccer	400

Morning Basketball Supervision: \$100/marking period

Assistants/substitutes for intramurals programs: \$25/session up to \$100 per program (athletic director approval)

**D. Sectional and State Tournaments
2004-2009**

The Varsity Coach will be paid \$82.00 per appearance for Sectional and State Tournament participation.

ARTICLE XIII

MAINTENANCE OF STANDARDS

All other policies, terms and conditions of employment now in effect will remain for the duration of the July 1, 2004 – June 30, 2009 school years.

ARTICLE XIV

RE OPENER

This contract may be opened only if mutually agreeable to both parties.

ARTICLE XV

AFFIRMATIVE ACTION POLICY

The Johnsbury Central School District makes a good faith effort to comply with all Federal legal requirements. The Johnsbury Central School District does not discriminate on the basis of race, sex, color, creed, national origin, age, or physical condition.

ARTICLE XVI

PAYROLL DEDUCTION

A. Vote-Cope

The District shall withhold from each employee's pay roll check an amount for VOTE/COPE authorized in writing by an individual employee as requested and transmit said amount to the Johnsbury Teachers Association.

B. TSA

The District shall withhold from each employee's payroll check an amount for tax sheltered annuities authorized in writing by an individual employee as requested and shall transmit said amount to the appropriate annuity.

Changes may be made only in September and January of each school year by written notice to the Business Office.

The Johnsbury Teachers Association shall decide on one additional payroll deduction. Such decision shall be transmitted to the Superintendent not later than September 20 each year. Such deduction shall not begin until October.

C. Direct Deposit of Pay

Employees electing this option must have their entire net pay deposited in at least one banking institution and up to a maximum of two banking institutions. Paycheck direct deposit can be instituted or ceased anytime during the course of the school year. Banking institutions can be changed at anytime during the course of the school year. Changes in amounts can only be made during the months of September and January each year by written notice to the business office.

ARTICLE XVII

PAYROLL DATES

Teachers shall be paid bi-weekly starting with the second Thursday after Labor Day each year with the exception of the last pay date which shall be on the last regular scheduled day of attendance for teachers. Teachers may select either the 25 payment method or 21 payment method. Such selection must be made prior to the beginning of September.

ARTICLE XVIII

GRIEVANCE PROCEDURE

A. Definitions

1. A Grievance is an alleged violation of this Agreement or any dispute with respect to its meaning or application.
2. The term Supervisor will mean any principal, assistant principal, immediate supervisor, or other administrative or supervisory officer responsible for the area which a grievance arises except for the Chief Executive Officer.
3. Superintendent is the Chief Executive Officer.
4. Association shall mean the Johnsborg Central School Teachers Association.
5. Aggrieved Party shall mean the Association and/or any person or group of persons who are covered by this contract and are members of this Unit.
6. Party-In Interest shall mean any party named in a grievance who is not the aggrieved party.
7. Hearing Officer and/or the Board shall mean the individual or board charged with the duty of rendering decisions, at any stage, on grievances as provided in this Agreement.
8. Days shall mean school days from September 1 to June 30. From July 1 to and including August 31, days shall mean calendar days except for Saturdays, Sundays and holidays.
9. District shall mean the Johnsborg Central School District.
10. Board shall mean the Johnsborg Central School District Board of Education.

B. Procedures

1. Except at the informal stage, all grievances shall include the name of the aggrieved party, the identity of the item in this Agreement involved in the grievance, the time when the conditions constituted the grievance, the identity of the party responsible for causing the said event 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 the informal decisions at Stage 1.a., all decisions will be rendered in writing at each step of the grievance procedure; setting forth findings of fact, conclusions and supporting reasons thereof. Each decision shall be promptly transmitted to the Association and parties involved.

3. If a grievance affects a group of teachers or appears to the Association to be associated with system-wide policies, it may be submitted by the Association directly at Stage 2 described below.
4. By mutual agreement, the preparation and processing of a grievance may be conducted during the hours of employment. The parties agree that this will not interfere with student contact time.
5. The Superintendent and the Association 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 grievance.
6. No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by either party against the aggrieved party, any party in interest, any representative or any other participant in the grievance procedure or any other persons because of involvement in the grievance procedure.
7. Forms for filing grievances, serving notices, taking appeals and making reports and recommendations, and other necessary documents will be developed.
8. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
9. If any provision of this grievance procedure or any application thereof to any teacher or group of teachers in the negotiating unit shall be finally determined by any court to be contrary to law, such provision or application shall not be deemed valid and subsisting except to the extent permitted by law. All other provisions or applications will continue in full force and effect.
10. The Association shall provide a representative(s) for this procedure.

C. 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 part, may be extended only by mutual agreement.
2. In the event that a grievance is not forwarded in written form within twenty-five (25) days after the grievance took place, such grievance will be considered waived.
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 will be waived.
4. Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his representatives, and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within

the time which would have been allotted had the decision been communicated by the final day.

D. Stages of Grievance Procedure

1. Supervisor or Building Principal

- a. A teacher having a grievance will discuss it with his supervisor either directly or through a representative, with the objective of resolving the matter.
- b. If a grievance is not resolved with the Supervisor and within fifteen (15) days of receipt of the Supervisor's answer to the alleged grievance, the grievance will be reduced to writing and presented to the Supervisor. Within seven (7) days after the written grievance is presented to him, the Supervisor shall, with or without any further consultation with the aggrieved party, or his representative, render a decision in writing and present it to the teacher, his representative and the Association.

2. Superintendent

- a. If the teacher initiating the grievance and/or the Association are not satisfied with the written decision at the conclusion of Stage 1, an appeal may be filed with the Superintendent within twelve (12) days after the teacher has received such written decision.
- b. Within ten (10) days after receipt of the appeal, the Superintendent or his duly authorized representative will hold a hearing with the teacher, his representative and all other parties in interest.
- c. The Superintendent will render a decision in writing to the teacher, his representative and the Association within five (5) days after the conclusion of the hearing.

3. Arbitration

- a. In the event that the Association is not satisfied with the decision at Stage 2, and if the Association determines that the grievance is meritorious and that appealing it further is in the best interests of the school system, it may submit the grievance, within thirty (30) days to binding arbitration by written notice to the District.
- b. Upon such demand for binding arbitration, the parties will then be bound by the Rules and Procedures of the American Arbitration Association subject, however, to the conditions set forth in subsequent provisions of this Article.
- c. The arbitrator will hear the matter promptly and will issue a written decision. The decision will set forth the arbitrator's findings of fact and his/her reasoning and conclusions of the issues involved. The decisions of the arbitrator will be binding upon all the parties involved. The arbitrator shall have no power or authority to

make any decision which requires the commission of an act prohibited by law which is a violation of the terms of the Agreement.

- d. The Association reserves the right to proceed or not proceed to binding arbitration after determining the merits of an alleged grievance.
- e. The costs of binding arbitration shall be shared equally by the Association and the District.

ARTICLE XIX

TEACHERS' RIGHTS

1. Tenured Teachers

- a. Where a tenured teacher in the bargaining unit is charged upon grounds set forth in Education Law §3012 as amended from time to time for removal or discipline, and probable cause is found by the Board of Education pursuant to Education Law §3020-a, as amended from time to time, the Board shall also set forth in writing the penalty the Board would render in the event of waiver of a hearing as hereinafter set forth.
- b. If the tenured teacher fails to request a hearing as set forth in paragraph c., such failure shall constitute a waiver of the right to any hearing and shall further constitute agreement by the tenured teacher of the penalty as per paragraph a.
- c. 1) Where the tenured teacher elects to have a hearing, the parties could mutually choose a hearing before a sole arbitrator in accordance with the rules of the American Arbitration Association. The Teachers' Association and the District shall each pay one-half of the arbitrator's billing and American Arbitration Association charges. If the parties elect to have this hearing, then the hearing shall proceed on the basis of the charges; however, the recommended penalty of the Board will not be divulged to the arbitrator.
- 2) In the event arbitration is not chosen, the parties can proceed as per procedures established by §3020-a. Again, the original recommended penalties will not be divulged to the hearing panel.
- d. If arbitration is chosen, the arbitrator is authorized to (1) find that there is no just cause for action against the tenured teacher and direct that there be taken from the tenured teacher's file all reference to this matter; (2) find that there is just cause for taking action against the tenured teacher and, in such event, the arbitrator may direct a penalty that he considers appropriate, which may be different than those specified in Education Law §3020-a.

- e. Whichever choice is made, c.1. or c.2., the tenured teacher waives all rights to proceed in any other forum.
- f. If the tenured teacher is suspended, such suspension shall be with pay or as per Education Law at the time of the suspension.
- g. The findings and penalty arrived at by the arbitrator shall be final and binding on all parties and no review of the arbitrator's decision will be undertaken before the Commissioner of Education or the courts, except as provided in Article 75 of the Civil Practice Law and Rules (unless the Article 75 provisions are waived by mutual consent of the parties).

ARTICLE XX

TUITION EXEMPTION

The children of bargaining unit members may be students of the Johnsborg Central School with tuition-free status when the attendance in the district does not incur additional expense to the district.

ARTICLE XXI

RETIREMENT INCENTIVE

Teachers who intend to retire if a State incentive permits them to retire as of June 30th, may notify the district of their intent until August 15, 2004.

ARTICLE XXII

DURATION

The duration of this contract is July 1, 2004 through June 30, 2009.

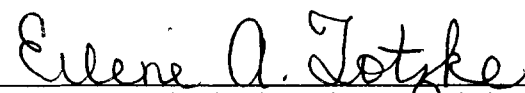
ARTICLE XXIII

SIGNATURES

This agreement is made and entered into on JUNE 23, 2004, by and between the Board of Education of the Johnsborg Central School District and the Johnsborg Central School Teachers Association.



Superintendent, Johnsborg Central School



Johnsborg Central School Teachers Association

APPENDIX A

JCSTA PERFORMANCE CRITERIA

The following criteria meet the requirements of ARTICLE XI section G. "Performance Stipend" of the JCSTA contract for the school years 2004-2009.

There are two separate criteria. One for the elementary and the other for the secondary. They are addressed in that order.

ELEMENTARY

Because the school report card is based on standardized tests that require increased abilities in reading and writing, the elementary criteria focuses on those two areas. The criteria is broken in two parts with emphasis placed on the process of reading and writing development.

READING CRITERIA ---- GRADES 1-6

"By May 1 of each school year, students in grades 1-6 will have read 2,000 books."

Special Note:

While the goal is to have each student read at least 10 books at their appropriate reading level it is fully recognized that some students with handicapping conditions or other learning difficulties, or others who have moved into the district after November 1 may not be able to meet that goal.

WRITING CRITERIA-----GRADES K-6

"By May 1 of each school year, regular classroom teachers will have collected five process writing samples from each student. This criteria is subject to the following exceptions, guidelines and definition of process writing."

Process Writing:

Requires students to formulate an idea using notes, writing a rough draft and submitting a final copy.

Exceptions/Guidelines:

Students with handicaps that prevent them from completing five writing samples will not be expected to complete five samples.

In the early grades, students will write with guidance from teachers and submit writing samples that are appropriate for their grade level. (This may be as unrefined as a single grouping of words at the Kindergarten level).

In grades where all three components of process writing is appropriate, the classroom teacher will staple the notes, rough draft and final copy together and place it in the students folder.

Certification of Criteria:

Each regular classroom teacher will certify that their class has met the criteria for reading and writing to the JCSTA president or designee. The president will then notify the superintendent of school that the criteria has been met.

Special Note:

It is incumbent upon the association members and the principal to work together during the year to assure that the criteria is met. When an unusual circumstance appears to jeopardize the successful completion of the criteria, both parties will work to remedy the situation. Any requests for students to be exempted or to have the criteria reduced should be brought to the attention of the superintendent as soon as they become evident.

SECONDARY

Criteria -----7-12:

All 7-12 teachers will administer the attached “course-evaluation” survey to each student in their class during the last week of each of the first three marking periods of the school year. The classroom teacher should use the feedback to do a self evaluation of their course and methods. The classroom teacher is under no obligation to share them.

Exceptions:

Students who are absent or no longer in the district during the last week of the marking period will not be considered in this criteria.

Students who refuse to complete a survey will not be considered part of this criteria.

Certification of Criteria:

Secondary teachers will certify that they have completed the criteria to the JCSTA president or designee.

JCS STUDENT FEEDBACK FORM

(Please put an X in the appropriate box next to each question)

	Strongly Agree	Agree	Does not Apply	Disagree	Strongly Disagree
The objectives for the lesson/topic were presented so I could understand them.					
The activities that we did helped me meet the objectives of the lesson/topic.					
A variety of teaching and learning activities were used to help me meet the objectives of the lesson/topic.					
The directions for projects and other activities were clearly presented so I could understand them.					
The homework that was assigned helped me to meet the objectives of the lesson/topic.					
The explanation of how I would be graded was explained clearly to me.					
The results of tests, projects and other evaluations were returned to me in a reasonable amount of time.					
The class work I did forced me to think independently.					
Classroom rules were clearly explained.					
Classroom rules were consistently enforced.					
Lessons were started promptly and we stayed on the subject the whole period.					
I was encouraged to get extra help when I needed it.					
I receive positive feedback when I am successful.					
I can see how some things I learned in this course can help me in others.					
The level of difficulty of the material was just right for me.					