Contract Database Metadata Elements

Title: **Crown Point Central School District and Crown Point Teachers’ Association (2009)**

Employer Name: **Crown Point Central School District**

Union: **Crown Point Teachers’ Association**

Effective Date: **07/01/09**

Expiration Date: **06/30/10**

PERB ID Number: **4866**

Unit Size: 

Number of Pages: **30**

For additional research information and assistance, please visit the Research page of the Catherwood website - [http://www.ilr.cornell.edu/library/research/](http://www.ilr.cornell.edu/library/research/)

For additional information on the ILR School - [http://www.ilr.cornell.edu/](http://www.ilr.cornell.edu/)
AGREEMENT

BETWEEN

SUPERINTENDENT OF THE
CROWN POINT
CENTRAL SCHOOL DISTRICT

AND

THE CROWN POINT
TEACHERS' ASSOCIATION
LOCAL 2595
NYSUT, A.F.T., N.E.A., AFL-CIO

JULY 1, 2009 - JUNE 30, 2010
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>TITLE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>RECOGNITION</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>NEGOTIATING PROCEDURES</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>DEDUCTIONS FROM SALARY</td>
<td>1</td>
</tr>
<tr>
<td>4</td>
<td>LEAVES OF ABSENCE</td>
<td>2</td>
</tr>
<tr>
<td>4.1</td>
<td>Sick Leave</td>
<td>2</td>
</tr>
<tr>
<td>4.2</td>
<td>Personal Leave</td>
<td>2</td>
</tr>
<tr>
<td>4.3</td>
<td>Leave Without Pay</td>
<td>3</td>
</tr>
<tr>
<td>4.4</td>
<td>Jury Duty Leave</td>
<td>4</td>
</tr>
<tr>
<td>4.5</td>
<td>Sabbatical Leave</td>
<td>4</td>
</tr>
<tr>
<td>4.6</td>
<td>Other Leave</td>
<td>4</td>
</tr>
<tr>
<td>4.7</td>
<td>Professional Visitation Days</td>
<td>5</td>
</tr>
<tr>
<td>4.8</td>
<td>Notification of Accumulated Leave</td>
<td>5</td>
</tr>
<tr>
<td>5</td>
<td>SALARIES</td>
<td>5</td>
</tr>
<tr>
<td>5.1</td>
<td>Salaries</td>
<td>5</td>
</tr>
<tr>
<td>5.2</td>
<td>Compensation for Graduate Credit Hours</td>
<td>5</td>
</tr>
<tr>
<td>5.3</td>
<td>Masters Degree</td>
<td>5</td>
</tr>
<tr>
<td>5.4</td>
<td>In-service Work</td>
<td>6</td>
</tr>
<tr>
<td>5.5</td>
<td>Payroll periods</td>
<td>6</td>
</tr>
<tr>
<td>5.6</td>
<td>Tutoring</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>HEALTH INSURANCE, TAX SHELTERED ANNUITIES</td>
<td>6</td>
</tr>
<tr>
<td>6.1</td>
<td>GROUP LIFE INSURANCE</td>
<td>6</td>
</tr>
<tr>
<td>6.2</td>
<td>Health Insurance</td>
<td>6</td>
</tr>
<tr>
<td>6.3</td>
<td>Tax Sheltered Annuities</td>
<td>7</td>
</tr>
<tr>
<td>6.4</td>
<td>Group Life Insurance</td>
<td>7</td>
</tr>
<tr>
<td>7</td>
<td>TEACHING CONDITIONS</td>
<td>7</td>
</tr>
<tr>
<td>7.1</td>
<td>School Schedule</td>
<td>7</td>
</tr>
<tr>
<td>7.2</td>
<td>Summer Sessions</td>
<td>8</td>
</tr>
<tr>
<td>7.3</td>
<td>Faculty Area</td>
<td>8</td>
</tr>
<tr>
<td>7.4</td>
<td>Special Time Allowance</td>
<td>8</td>
</tr>
<tr>
<td>8</td>
<td>TEACHING RESPONSIBILITIES</td>
<td>8</td>
</tr>
<tr>
<td>8.1</td>
<td>Notification of Assignment</td>
<td>8</td>
</tr>
<tr>
<td>8.2</td>
<td>Professional Responsibility</td>
<td>8</td>
</tr>
<tr>
<td>8.3</td>
<td>Extracurricular Activities</td>
<td>9</td>
</tr>
<tr>
<td>9</td>
<td>PERSONNEL FILE POLICIES</td>
<td>9</td>
</tr>
<tr>
<td>10</td>
<td>REDUCTIONS IN FORCE</td>
<td>10</td>
</tr>
<tr>
<td>10.1</td>
<td>Notification</td>
<td>10</td>
</tr>
<tr>
<td>10.2</td>
<td>Consistent with the Education Law, as amended</td>
<td>10</td>
</tr>
<tr>
<td>11</td>
<td>GRIEVANCE PROCEDURE</td>
<td>10</td>
</tr>
<tr>
<td>11.1</td>
<td>Definitions</td>
<td>10</td>
</tr>
<tr>
<td>11.2</td>
<td>Basic Principles</td>
<td>11</td>
</tr>
<tr>
<td>11.3</td>
<td>Grievance Procedure</td>
<td>12</td>
</tr>
<tr>
<td>11.4</td>
<td>Arbitration</td>
<td>12</td>
</tr>
<tr>
<td>11.5</td>
<td>Miscellaneous</td>
<td>12</td>
</tr>
<tr>
<td>12</td>
<td>MISCELLANEOUS PROVISIONS</td>
<td>13</td>
</tr>
<tr>
<td>13</td>
<td>EMPLOYMENT CONDITIONS</td>
<td>13</td>
</tr>
<tr>
<td>Section</td>
<td>Title</td>
<td>Page</td>
</tr>
<tr>
<td>---------</td>
<td>-------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>14</td>
<td>TEACHER - BOARD MEETINGS</td>
<td>13</td>
</tr>
<tr>
<td>15</td>
<td>AGENCY SHOP</td>
<td>14</td>
</tr>
<tr>
<td>15.1</td>
<td>Provisions</td>
<td>14</td>
</tr>
<tr>
<td>16</td>
<td>LONG TERM SUBSTITUTES</td>
<td>14</td>
</tr>
<tr>
<td>16.1</td>
<td>Provisions</td>
<td>14</td>
</tr>
<tr>
<td>17</td>
<td>VACANCIES</td>
<td>14</td>
</tr>
<tr>
<td>17.1</td>
<td>Provisions</td>
<td>14</td>
</tr>
<tr>
<td>18</td>
<td>RETIREMENT BENEFIT COMPENSATION</td>
<td>14</td>
</tr>
<tr>
<td>19</td>
<td>EVALUATION PROCEDURES</td>
<td>17</td>
</tr>
<tr>
<td>20</td>
<td>DURATION OF AGREEMENT</td>
<td>18</td>
</tr>
<tr>
<td>APPENDIX A</td>
<td>PAYROLL DEDUCTION AUTHORIZATION</td>
<td>19</td>
</tr>
<tr>
<td>APPENDIX B</td>
<td>GRIEVANCE FORM</td>
<td>20</td>
</tr>
<tr>
<td>APPENDIX C</td>
<td>SALARY SCHEDULES</td>
<td>23</td>
</tr>
<tr>
<td>APPENDIX D</td>
<td>EXTRA CURRICULAR PAY SCHEDULE</td>
<td>24</td>
</tr>
</tbody>
</table>
AGREEMENT made as of July 1, 2009, between the Crown Point Central School District ("District") and the Crown Point Teachers Association, Local 2595, NYSUT ("Association").

ARTICLE 1
RECOGNITION

1.1 The Crown Point Central School District Board of Education ("Board"), having determined that the Association is supported by a majority of the personnel in a negotiating unit composed of full-time employees serving as teachers, librarians, guidance counselors and teaching assistants, other than the Superintendent and Principal, has recognized the Association as the exclusive negotiating agent for the employees in such unit. The term "employee" or "employees" as used in this Agreement shall mean only employees serving in positions in such unit. The term "full-time" as used in this section shall mean employment by the District as a probationary or tenured employee on a regular, continuous and ongoing basis; such term shall not, however, be construed as excluding from coverage under this Agreement an employee whose regularly scheduled work day is shorter than that of a majority of the employees in such negotiating unit.

1.2 The Association shall have unchallenged representation status for the maximum period permitted by law on the date of execution of this Agreement.

1.3 Nothing contained herein shall be construed as limiting the District's statutory right to make application to the Public Employment Relations Board or any successor agency for the designation as managerial/confidential of such persons, other than those whose positions are enumerated in Section 1.1 of this Article, as the Board may deem.

ARTICLE 2
NEGOTIATING PROCEDURES

2.1 Prior to March 15 of the final year of this Agreement, either party may request the opening of negotiations for a successor Agreement. The first session of such negotiations shall take place within thirty (30) days of the date of such request, or later by mutual agreement.

2.2 The District shall make available to the Association for use in negotiations conducted pursuant to this Article, upon written request therefore, materials which the District is required to maintain and make public pursuant to the provisions of the Freedom of Information Law, Public Officers Law, Section 88, et seq. and the provisions of the Taylor Law and applicable decisions thereunder.

ARTICLE 3
DEDUCTIONS FROM SALARY

3.1 The District shall deduct from the salaries of employees who are members of the Association who request such deduction in writing the amount of membership dues certified by the Association as its dues. Any change in Association dues shall be made by the Association in writing on or before September 30. Such deduction shall be made in equal installments beginning with the first payroll period in October and ending with the last payroll period in May. The District shall remit the total amount so deducted within ten school days of each payroll date to such person as may be designated in writing by the President of the Association. The form of the Association's current dues deduction authorization is annexed hereto as Appendix A.
The District shall deduct from the salary of an employee who so requests an amount authorized in writing by the employee and transmit funds so deducted to a bona fide financial institution to be designated in writing by the Association. Any funds so transmitted shall be used for purposes to be determined by the employee and the credit union so designated. The authorization for such deductions may be withdrawn by an employee at any time upon filing of a written notice of such withdrawal with the Superintendent. Such deductions shall be in accordance with such reasonable rules and regulations of the District as may be necessary for the exercise of the District's authority and responsibility under this Article. No such deduction shall be made until 30 days following receipt by the District of the designation by the Association provided for in this Article.

The District shall be saved harmless from any liability arising from or in connection with any deductions from salary made pursuant to this Article.

The District shall make available payroll deduction for NYSUT member benefit programs for all bargaining unit members. The deduction of such specified amount shall be made in equal installments beginning with the first pay period. Such deductions will be made in a timely fashion as soon after each pay period as is possible.

ARTICLE 4

LEAVES OF ABSENCE

Sick Leave
A. Employees shall receive 12 days of sick leave credits each year. Unused sick leave credits may be accumulated up to a total of 200 days. Sick leave shall be available to employees to enable them to keep appointments with doctors, dentists or oculists to the extent necessitated by such appointments when it is not possible to schedule such appointments outside regular school hours. Sick Leave may be used for family illness and/or bereavement leave per District usage form. The Superintendent may require a physician's certificate for any absence of five days or more.

B. An employee absent on sick leave shall, except in an emergency, notify the designee of the Superintendent as soon as possible.

C. The parties hereby recognize that a period of sickness and/or disability caused by or resulting from pregnancy is a temporary state and shall be treated for such purposes as sick leave under Article 4.1(A)(B) in the administration of this subsection.

Personal Leave
A. Employees shall receive four days of personal leave credits yearly at full pay, which will be non-cumulative as personal leave.

B. Two of the four days of personal leave available to an employee yearly pursuant to paragraph A of this section may be taken for any of the following reasons upon notice to the District pursuant to paragraph E of this section:

(1) serious illness or death in the family or close relations (one not further removed than an aunt or an uncle by blood), or close long-time personal friends;
court summons and appearances, except jury duty;

weddings and graduations in the immediate family;

special business transactions such as bank loans, mortgages, and other business that cannot be taken care of outside school hours.

C. Two of the four days of personal leave available to employee yearly pursuant to paragraph A of this section may be taken at the discretion of the employee upon notice to the District pursuant to paragraph E of this section. The use of such leave by an employee shall be consistent with professional responsibility.

D. Personal leave credits available to an employee pursuant to paragraph A of this section which are not used by June 30 of the school year in which they are granted shall,

1. in the case of personal leave to be used in accordance with paragraph B of this section, be added to the employee's accumulated sick leave, thereafter to be used in accordance with Section 4.1 hereof; or

2. in the case of personal leave to be used in accordance with paragraph C of this section, either

   (a) be added to the employee's accumulated sick leave thereafter to be used in accordance with Section 4.1 hereof, or
   (b) be converted to cash at the rate of $50.00 for each full day of such personal leave not used, at the option of the employee to be made in writing not later than June 1 of any school year.

E. Application for the use of personal leave (stating the reason therefore in the case of personal leave sought to be used in accordance with paragraph B of this section) shall be made to the Superintendent. Except in an emergency, notification of intent to use personal leave shall be made at least 24 hours or one school day (whichever is more) in advance; however, employees are urged to give more advance notice if possible.

F. Personal leave under paragraph C of this section shall not be available for days immediately preceding or following a vacation, holiday or the beginning or end of the school year.

4.3 Leave Without Pay

A. Upon application in writing by an employee to the Superintendent and upon his or her recommendation, the Board may grant leave without pay for a period not to exceed two years for such purposes as the Board may, in its sole discretion, determine to be appropriate. Those purposes may include, but are not limited to, the extended illness of the employees requesting such leave, additional education, election to public office and participation in a teacher exchange program.

B. An employee granted such leave who is serving a probationary period pursuant to applicable provisions of law at the time such leave commences, and who returns to District service at the conclusion of such leave, shall return to probationary status. Should the period of such leave exceed one quarterly report card period in duration, then such leave period shall not be added to creditable probationary time served prior to the commencement thereof for the purpose of determining eligibility for tenure. In any such cases, the date upon which the employee would otherwise have been eligible for tenured appointment shall be adjusted to extend the probationary period to include the full period of such leave.
C. No benefit or privilege of employment set forth herein which would otherwise apply or accrue during a period of District service, including but not limited to leave pursuant to any other provisions of the Article, shall apply or accrue during a period of leave granted pursuant to this section.

D. An employee granted leave pursuant to this section for a period of less than five calendar months in any school year shall be deemed to have been in district service for the year for the sole purpose of determining the employee's eligibility for any benefit or privilege of employment conferred by this Agreement.

E. Except in an emergency, a request for leave pursuant to this section must be submitted to the Superintendent not less than 30 teacher employment days prior to the date such leave is requested to commence.

4.4 Jury Duty Leave

A. On proof of the necessity of jury service, leave shall be granted to any employee of whom such service is required, provided, however, that the employee shall reimburse the District the full amount of any jury duty pay he or she receives, exclusive of meals or travel allowances.

4.5 Sabbatical Leave

A. Sabbatical leave may be granted for study or travel for a full year at half pay to teachers on tenure with seven or more years of local service. No sabbatical leave will be considered if the teacher is within three years of his or her eligible date for retirement. A notice of intent for sabbatical leave must be filed with the Board not later than March 1 for a leave beginning the following school year. The application must contain a detailed outline of the program of education or travel experience. A statement must be included showing specifically how this program will improve instruction at Crown Point Central School.

B. Following the sabbatical leave the Board may require a written report of the sabbatical and/or college transcript. The teacher shall remain in the system for at least two years following such leave, except in cases of hardship or emergency. The salary paid during the period of leave shall be considered as a loan to the teacher. This loan shall be considered as paid in full upon completion of the two years' service following the leave. Voluntary termination prior to the two year period shall cause so much of the value of the loan as remains unpaid, to be determined based upon the amount of time actually served by the employee (pro rata), if any, to fall due immediately. During said leave of absence, sick leave will be non-cumulative. Sick leave accumulated prior to the leave will be granted upon return. A teacher returning from leave will be reinstated in the position held before the leave was granted.

C. If the Board determines that sabbatical leave is not to be granted to the teacher, the Board shall reply, in writing, their decision relative to the request. This reply shall include the reason(s) why the request was denied.

4.6 Other Leave

A. Upon application in writing pursuant to Section 4.3 of this Article, an employee who so requests shall be granted a leave without pay for the purpose of preparing for the birth of a child of that employee and/or the rearing of that child or the adoption of a child. Such leave shall be for a period of not more than two years, unless mutually agreed upon by the employee and the Superintendent. The Superintendent may require that a period of leave granted pursuant to this section continue until the commencement of the quarterly report card period next succeeding the date at which such period of
leave would otherwise have terminated, unless otherwise mutually agreed by the employee and the
Superintendent. A leave granted pursuant to this section shall be deemed to be a leave without pay
within the meaning of Section 4.3 of this Article, and shall be subject to the conditions therein set
forth.

4.7 Professional Visitation Days
A. Each teacher shall be allowed professional visitation to other schools with the approval of the
Superintendent. These visits are solely for the purpose of educational and professional enrichment in
the teacher’s subject area.

4.8 Notification of Accumulated Leave
A. The District will inform each teacher of his/her total earned accumulated sick leave by September.

ARTICLE 5
SALARIES

5.1 Salaries
A. a) On step teachers: Schedules will be developed to reflect the following:
   Effective 7/1/2009 each teacher will receive the same salary as he/she received during the
   2008-2009 school year.

b) Off-step teachers: will receive the following:
   Effective 7/1/2009 each teacher will receive the same salary as he/she received during the
   2008-2009 school year.

c) Teaching Assistants employed by the District shall receive the same salary as he/she received
during the 2008-2009 school year.

Salary Schedules Attached in Appendix C

5.2 Compensation for Graduate Credit Hours
A. All courses taken by employees for additional salary must have the approval of the Board of Education,
   except as provided in Education Law. Upon proof of completion of each three (3) hours of approved
   graduate credit teachers will be paid:

   2009-2010 $84.00

B. For teachers employed on or after July 1, 1974, the compensation (See 5.2.A.) shall be illustrated in the
   appropriate salary schedule (See Appendix C). The salary schedule(s) will not preclude any teacher
   from receiving compensation in accordance with 5.2.A. beyond the illustrated column limits. For
   teachers employed prior to July 1, 1974, the compensation (See 5.2.A.) shall be considered part of the
   basic annual salary.

5.3 Masters Degree
A. Teachers shall be entitled to $500.00 for achievement of a Masters Degree in addition to the basic
annual salary.

5.4 In-service Work, Summer Curriculum Work and Staff Development Opportunities

A. Upon approval of the District and when the activity is performed outside of regular working hours, teachers shall be reimbursed for approved expenses associated with the activity (i.e. lodging, tuition, meals during workshop, etc.), and mileage at the current I.R.S. allowance when the teacher's personal vehicle has been used. In addition, the teacher shall receive a one-time compensation of $24.00 per hour.

5.5 Payroll periods

A. Bargaining unit members will be paid every other Thursday, beginning with the first fiscal year payroll of July and continuing until the final payroll in June. When payday falls within a school vacation; (Thanksgiving, Christmas, February break and Easter) the payroll checks shall be made available to the employees on the last workday before the vacation begins.

5.6 Tutoring

A. Tutoring shall be voluntary and shall be compensated at the rate of $24.00 per hour, plus mileage as indicated in Section 5.4 (above).

ARTICLE 6

HEALTH INSURANCE, TAX SHELTERED ANNUITIES, GROUP LIFE INSURANCE

6.1 Health Insurance

A. The District will provide as noted below group health insurance for individuals and dependents as participating employer in the health insurance program administered by the Clinton-Essex-Warren-Washington Board of Cooperative Educational Services. Should the District participation in that program require that any employee purchase a minimum amount of term life insurance as a condition of eligibility therefore, the District shall pay the premium for such minimum amount in full. Should the District wish to change Health Insurance carriers, it may do so, but only after demonstrating to the Association that the new plan is equivalent to or better than current benefits.

B. For the 2006 – 2007 plan year each member of the bargaining unit taking a health plan shall pay an annual premium co-pay of 2.5% for an individual plan or 2.5% for a family plan. Subsequent contract years the percentage of annual premium co-pay shall increase by one (1) percent each year. However, during the 2009-2010 school year bargaining unit members will contribute the same amount as each contributed during the 2008-2009 school year. The annual co-pay shall be deducted from a teachers pay through equal pro-rata payroll deductions throughout the year (See Letter of Agreement). Alternatively, at the employee’s option, made in writing at the start of the school year, the entire premium co-pay for the year may be paid in a single lump payment prior to September 30th.

C. The District shall continue a three-part IRS 125c Plan as soon as practicable upon ratification by both parties. The Association will assist in the selection of the 125c Plan provider.
6.2 Tax Sheltered Annuities

A. The District shall provide tax sheltered annuity programs pursuant to the minutes of the Board's February 13, 1967 meeting and as implemented in the 1967-68 Employee's Handbook.

6.3 Group Life Insurance

A. The District shall deduct from the salaries of employees who request such deduction in writing annually not later than September 30 the amount specified in such written request for the purchase of group life insurance. The deduction of such specified amount shall be made in equal installments beginning not earlier than the first payroll period in October and ending not later than the last payroll in May. The District shall remit the total amount deducted for all employees pursuant to this section to any life insurance carrier or agent designated for such purpose of the Association in writing annually not later than September 30 within ten school days of each payroll date. Any deduction made pursuant to this section shall be subject to the condition set forth in Section 3.4 of this Agreement.

ARTICLE 7
TEACHING CONDITIONS

7.1 School Schedule

A. The workday for bargaining unit members is a continuous six hours and fifty-five (6:55) minutes. The Superintendent will notify all bargaining unit members of the starting time and ending time of the workday before the start of each school year.

B. Beginning with the 2001-2002 school year, each teacher will have one (1) forty (40) minute period per day, averaged on a weekly basis, for the purpose of class preparation. In addition, each teacher will have one (1) forty (40) minute period per day, averaged on a weekly basis for the purpose of working on curriculum, teaching strategies, student evaluations, testing, instituting new model practices, staff development, and class preparation. Each bargaining unit member will also have a daily thirty (30) minute duty free lunch period and a daily activity period. During the activity period each teacher is expected to work with students, other teachers, or alone, on teaching remediation, curriculum, school clubs, and/or other educationally related matters. For purposes of the Section, teachers will be notified at least forty-eight (48) hours in advance of any scheduled activity occurring during the additional period. No additional instruction will result from the implementation of this section.

C. Teaching Assistants shall not be used in lieu of a certified teacher. Teaching Assistants may only act in accordance with Section 3009.2 of Education Law and their duties shall be consistent with Section 3009.2(b) of Education Law and Part 80.33(b)(2) of the Rules and Regulations of the Commissioner of Education.

D. Unused snow days, if any, shall be used to extend vacation periods, with teacher preferences being considered. Should the district wish to alter any of the aforementioned, it will negotiate such changes with the union.

E. Teaching Assistants shall be granted one (1) forty (40) minute period per day, averaged on a weekly
basis, in addition to the daily, duty free, thirty (30) minute lunch period and activity period. During activity period each teaching assistant is expected to work with students, teachers, teaching remediation, curriculum, school clubs, and/or other educationally-related matters.

7.2 Summer Sessions

A. All employees shall receive advance notification of grade levels and/or subject matters to be conducted during summer sessions when such courses are established before the termination of the regular school year in June. Any employee desiring a summer session position shall apply therefore and shall be considered for employment by the Superintendent upon receipt of such application.

7.3 Faculty Area

A. An adequate work area shall be made available for use by employees. The employees' work area made available on the date of the execution hereof, shall be deemed to be adequate for purposes of this section.

7.4 Special Time Allowance

A. Any employee having a professional or military commitment should be excused from all extra school functions to make that commitment providing that such commitments do not interfere with prearranged school activities previously agreed to by the teacher.

B. Subject to the requirements of the Education Law and the reasonable operating needs of the District, time will be provided during the school year for teacher professional advancement meetings.

ARTICLE 8

TEACHING RESPONSIBILITIES

8.1 Notification of Assignment

A. Under normal circumstances each employee shall be notified in writing of his or her tentative program for the following school year as soon as possible, but not later than August 1.

8.2 Professional Responsibility

The professional responsibilities of each employee shall include the following:

A. Assistance with the maintenance of attendance records, lunch accounting records and similar duties. Tasks such as maintenance of attendance and lunch accounting records shall, however, be limited to the extent feasible.

B. Assistance with the maintenance of order in the cafeteria and halls before school in the morning and general supervision of all bus loading shall be continued generally with two teachers from grades 7-12. Each K-6 teacher shall be responsible for walking their students out of the building and onto the buses and/or until off campus property. To the extent feasible, such duties shall be divided equally among employees.

C. Conduct of class activities and school clubs and supervision at dances, athletic programs and similar student activities held in the school shall be voluntary; supervision of homerooms, study halls,
corridors and assemblies may be assigned.

D. Assistance in organizing and advising student clubs that contribute to the instructional programs of the District, or which may be considered an adjunct to District programs. This will be accomplished, however, during school hours, and when after school, only on a voluntary basis.

E. Supervision of detention and other after-school sessions. No employee shall be required, however, to remain after the school day to perform any unreasonable, inequitable or unprofessional service.

F. Provisions for and assistance in planning two "open houses" or "parents night" programs and participation in the traditional Halloween school-sponsored programs. The Superintendent will consult with the Association in advance of these activities in respect of their scheduling and the participation of employees.

G. Provisions of extra assistance to pupils when, in the judgment of the teacher and the Superintendent, it is necessary.

H. Provision of time for scheduling individual conferences with parents and pupils.

I. Preparation of lesson plans in advance; filing of lesson plan books, with at least a week's advance planning, in the school office on the last day of school for each week.

J. Observation and encouragement of high standards of dress, manners and conduct.

K. Reporting of any unusual problems of a pupil to the Superintendent and, where practicable, to the parents of the pupil.

L. Provision of assistance to other employees in emergency situations, if necessary, by taking over some or all of their professional responsibilities.

8.3 Extracurricular Activities

A. All extracurricular activities will be voluntary.

ARTICLE 9
PERSONNEL FILE POLICIES

9.1 The District shall maintain in its central office a single official personnel file for each employee. Such file shall contain copies of personnel transactions, including annual salary notices, compilations of leave accruals and requests for leave, if any; official correspondence with the employee, and all official correspondence, memoranda and documents relating to the employee's job performance or to promotion, discipline or evaluation of the employee by the District.

9.2 The official personnel file shall not contain statements submitted or received in connection with the employee's initial employment by the District.

9.3 A copy of each document to be filed in the official personnel file shall be provided to the employee at the time it is inserted in the file. Any such document bearing upon job performance or containing criticism shall be transmitted to the employee by certified mail or shall be delivered to the employee personally. If such personal service is made on the employee, he or she shall sign the document to be filed, signifying his or her
receipt thereof, in advance of its filing. If the employee refuses to sign the file copy, the item shall be mailed by certified mail, return receipt requested. Receipts shall be appended to file copies.

9.4 The contents of the official personnel file may be reviewed at any time during normal working hours by the employee, together with a representative should the employee select one for such purpose. Upon written request therefore, the employee shall be furnished with a copy of any document contained in his or her official personnel file.

9.5 The employee may file a response to any document in the official personnel file, which response shall be appended to such document.

9.6 Written reprimands shall be removed from employees' official personnel files after three years, unless the act or omission to which any such reprimand refers would constitute a crime under applicable provisions of law.

9.7 Documentary material relating to employee performance, which is not filed pursuant to the provisions of this Article shall not be used in any action taken by the District pursuant to Section 3020-a of the Education Law.

9.8 The District shall not forward to any prospective employer of an employee any document in the employee's official personnel file without the written consent of that employee.

ARTICLE 10
REDUCTIONS IN FORCE

10.1 Notification
A. The District shall notify affected teachers and the Association of any pending layoff as soon as practicable.

10.2 Consistent with the Education Law, as amended:
A. Teachers shall be laid off in the order of service in the tenure areas in the District. (The teacher with the least amount of service shall be laid off first).
B. Teachers who are laid off shall be recalled in order of seniority. (The teacher with the most seniority shall be recalled first).
C. Teachers who are excessed will be kept on an eligible list for purposes of recall for seven (7) years, and they shall be given preferential status for available substitute teaching and non-teaching positions within the District.

ARTICLE 11
GRIEVANCE PROCEDURE

11.1 Definitions
A. A "grievant" shall mean an aggrieved employee or group of aggrieved employees or the Association on behalf of an aggrieved employee or group of aggrieved employees.
B. A "grievance" shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of the terms of this Agreement.

C. "Days" shall, unless otherwise indicated, mean teacher employment days.

11.2 Basic Principles

A. The parties to this Agreement declare their joint intent to provide for the prompt and orderly settlement of grievances through recourse to the procedures described in this Article. The resolution of a grievance at the earliest possible stage is encouraged. The time limits indicated at each step shall, therefore, be maximum; a grievant's failure to file at any step within the applicable time limit shall bar such filing unless such time limit is extended in writing by mutual consent.

B. The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment provided, however, that the District shall have no obligation, during any regularly scheduled vacation or recess, to conduct or participate in a grievance meeting or hearing or to provide compensation in any form or any employee for such participation, preparation or procession. Employees directly involved in a grievance (grievants, witnesses required to appear and the Association representatives) shall not suffer loss of pay or professional advantage when required to attend any arbitration hearing.

C. In the event a grievance is filed on or after June 1, upon request by or on behalf of the grievant the time limits set forth herein may be reduced to limits mutually satisfactory so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as possible.

D. Failure at any stage of the grievance procedure to communicate a decision to the grievant 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.

E. Every employee shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal.

F. An aggrieved employee shall have the right to be represented at any stage of the procedure by a person or persons of his or her own choice. If an aggrieved employee is not represented by the Association, the Association shall have the right to be present and to state its view at all stages of the grievance procedure and to receive timely copies of all written submissions, documents, and decisions.

G. The parties to a grievance shall have access at reasonable times upon reasonable written notice to such correspondence and memoranda relevant to the grievance as are maintained by the District in its official files. Notwithstanding the foregoing, however, no person shall have access to the official personnel file of any employee of the District without the express written consent of that employee or to any pupil file maintained by the District.

H. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

I. All grievance proceedings shall be conducted in executive session.
11.3 Grievance Procedure

A. **Step 1.** The grievance shall be presented orally to the Superintendent by the grievant and/or his representative. The Superintendent shall, upon receipt of the grievance meet formally with the grievant and take such other steps as he or she deems necessary to ensure that an appropriate disposition of the grievance is made.

B. **Step 2.** If the grievance is not resolved at Step 1, the grievant may submit the grievance to the Superintendent in writing, on the attached grievance form, within 30 days following the date on which the act or omission giving rise to the grievance occurred. Such submission shall contain a short plain statement of the grievance, and specific references to the section or sections of this Agreement, which the grievant claims have been violated. The Superintendent shall thereafter meet with the grievant and issue a written decision to the grievant within 12 days of the filing of the grievance at Step 2.

C. **Step 3.** If the grievant is not satisfied with the decision of Step 2 an appeal may be filed in writing with the Board of Education with 12 days after receipt of the decision. The Board will meet with the grievant and issue a written decision to the grievant within 24 days of the filing with the Board of Step 3 appeal.

D. **Step 4.** In the event the Association wishes to appeal an adverse decision at Step 3 it may appeal to final and binding arbitration by serving a demand for arbitration upon the Superintendent within 12 days of the receipt of the Step 3 decision. A copy of such demand shall simultaneously be served upon the Board and upon either the American Arbitration Association or the Public Employment Relations Board, as the Association may elect. The demand for arbitration shall identify the issue sought to be submitted to arbitration and the specific section or sections of this Agreement which the Association claims to have been violated.

11.4 Arbitration

A. The American Arbitration Association or the Public Employment Relations Board, as the case may be, shall thereafter designate the arbitrator pursuant to its rules and procedures for the selection of arbitrators.

B. The selected arbitrator will hear the matter promptly, including all matters of fact, interpretation, or arbitrability which are raised, and will issue his decision not later than 30 calendar days from the date of the hearing, or, from the date the final statements and proofs are submitted to him. The arbitrator's decision will be in writing. The decision of the arbitrator shall be final and binding upon all parties. The arbitrator shall have no power or authorization to add to or subtract from the provisions of this Agreement or to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement.

C. All fees and expenses of the arbitrator, which may be involved in the arbitration proceeding, shall be divided equally between the District and the Association. Each party shall bear the cost of preparing and presenting its own case.

11.5 Miscellaneous

A. A grievance claiming a violation of a provision of this Agreement by which rights are conferred upon the Association or its officers as such may be initiated by the Association at Step 2 of the grievance procedure. The District may initiate grievance against the Association at the arbitral step.
B. A settlement or award upon a grievance may or may not be retroactive as the equities of each case demand, but in no event shall such a settlement or award be retroactive to a date earlier than five days prior to the date when the grievance was first presented in accordance with this Article or the date the grievance occurred, whichever is later.

ARTICLE 12
MISCELLANEOUS PROVISIONS

12.1 This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this Agreement.

12.2 This Agreement shall supersede any rules, regulations or practices of the Board, which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered a part of the established policies of the Board.

12.3 Any individual arrangement, agreement or contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement.

12.4 If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall be of no force and effect except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

12.5 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE 13
EMPLOYMENT CONDITIONS

13.1 No teacher in the bargaining unit shall suffer loss of employment due to the merger or annexation of the Crown Point Central School District with any other district(s).

13.2 The Board of Education will meet and confer with the Crown Point Teachers Association representatives regarding any ruling for merger or annexation of the District with any other entity prior to such merger or annexation.

ARTICLE 14
TEACHER - BOARD MEETINGS

14.1 The Crown Point Teachers Association and the Board of Education shall meet at least two (2) times during the school year for the purpose of general discussions regarding concerns of both the Association and the Board.
ARTICLE 15
AGENCY SHOP

15.1 Provisions

A. The Board shall deduct from the wage or salary of employees in the bargaining unit who are not members of the Association, the amount equivalent to the total dues levied by the Association in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York.

B. The agency shop fee deduction shall be made following the same procedures as applicable for dues deduction except for the payroll deduction authorization form and as otherwise mandated by law.

ARTICLE 16
LONG TERM SUBSTITUTES

16.1 Provisions

A. Long Term Substitutes shall be paid at a rate of seventy-five ($75.00) per day beginning no later than the forty-sixth (46th) school day of employment in a particular job slot. This agreement is not intended to prevent the District from paying at this rate sooner or making a retroactive adjustment to this rate once the forty-five (45) day period is completed.

ARTICLE 17
VACANCIES

17.1 Provisions

A. After any reassignments take place, any resulting vacancy will be offered to the active unit members through a posting and a notification to the Association before that vacancy can be offered to persons not presently in the employ of the District.

ARTICLE 18
RETIREMENT BENEFIT COMPENSATION

18.1 Teacher(s) who meet the applicable stipulations may be entitled to the Retirement Benefit Compensation as outlined in Plan I and/or Plan II.

A. Plan I - Effective July 1, 2006

1. Upon retirement, and subject to the limitations and provisions of Section A of this Article, teachers shall be paid a benefit according to the following schedule and conditions:

   a. The window of eligibility is the first three years of eligibility.

   b. The benefit shall be 50% of the teacher's salary in District multiplied by the number of accumulated sick days, divided by 200.
c. The teacher must have served in the bargaining unit for 15 years of continuous service.

d. "Year of eligibility" is defined as the year in which the affected employee's effective date of retirement takes place in relationship to the eligibility requirements under the appropriate retirement system for eligibility to receive a retirement benefit according to one of the following levels: (i) Tiers I through IV: minimum age of eligibility with reduction of benefits; (ii) Tiers II through IV: thirty (30) years of service; (iii) Tiers II through IV: minimum age without reduction of benefits.

2. To be eligible for this benefit upon retirement, a teacher must meet the following criteria and stipulations:

   a. The teacher must have completed at least fifteen (15) years of continuous full-time service in the District by the date the teacher retires. The District and the Association may waive the service requirement on a case-by-case basis through a side letter of understanding.

   b. The teacher must meet eligibility requirements under the provisions of the New York State Teacher's Retirement System.

   c. The teacher must provide notice to the District by March 1 of the school year in which the teacher intends to retire.

3. a. Any teacher who falls within the window of eligibility to retire, who is forced to retire due to a life threatening/terminal disability, and who meets the criteria stipulated in Sections 2 above, shall, on the effective date of retirement, receive the benefit as if that teacher were in the last year of eligibility to retire.

   b. In the event that a teacher suffers a major illness which causes the loss of half or more of the teacher's accumulated sick leave days in the last five (5) years of his/her employment in the District prior to retirement, then for the sole purpose of formula computation of Plan I, the teacher shall be credited with five (5) days for each credited year of service in the District in addition to any remaining accumulated sick leave days up to a combined maximum of 200 days.

4. For purposes of Section A of this Article, the following limitations, definitions and requirements shall apply:

   a. No benefit will be paid under Section A of this Article to any teacher who does not meet all the eligibility requirements as stipulated in Section A of this Article.

   b. No teacher shall be credited with more than two hundred (200) days accumulated sick leave.

   c. No benefit will be paid a teacher who is not eligible for retirement in the New York State Teacher Retirement System on the effective date of retirement.
d. All members over the age of 55 as of July 2007 and who have served the District as a Teacher's Bargaining Unit Member for 15 years of continuous service shall have the full window of 3 years of eligibility.

e. In the event that a teacher is apparently eligible to receive two (2) levels of benefits, the teacher will only be eligible to receive the greater of the benefit levels.

f. The effective date of retirement shall mean the last day a teacher is employed by the District.

g. The eligible teacher will receive the benefit into their 403(b) account. Employer Non-Elective contributions shall be deposited into 403(b) provider in the name of the employee.

h. “Years of Service” is defined as full-time service in the District.

i. “Year of eligibility” is defined as the year in which the affected employee’s effective date of retirement takes place in relationship to the eligibility requirements under the New York State Teacher Retirement System for eligibility to receive a retirement benefit.

j. The term "teacher's salary" as found in Section A is defined to be the salary of the retiree's position on the effective date of retirement if the retiring employee worked at least one-half (1/2) the total number of workdays in the fiscal year (7/1-6/30) in which the retirement takes place. If, on the effective date of retirement, the retiring employee worked less than one-half (1/2) the total number of workdays in the fiscal year in which the retirement takes place, then the term "teacher's salary" as found in Section A is defined as the previous fiscal year's teacher's salary for the retiree's position.

k. Contribution Limitations: In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-Elective Contributions made post-employment to former employees’ 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code.

l. In the event that the calculation of the Employer Non-Elective Contribution referenced above exceeds the applicable Contribution Limit, the Employer shall first make an Employer Non-Elective Contribution up to the Contribution Limit of the Internal Revenue Code and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the Internal Revenue Code are fully met through payment of the Employer’s Non-Elective Contribution. In no case shall the Employer Non-Elective Contribution exceed the Contribution Limit of the Internal Revenue Code.

B. Plan II - Effective July 1, 1985
1. Upon retirement, and subject to the stipulations, limitations and provisions of Section B of this Article, teachers shall receive a benefit according to the following stipulations:

   a. The teacher must be eligible and must have made application for retirement under the provisions of the New York State Teacher's Retirement System.

   b. The teacher must provide notice to the District by March 1 of the school year in which the teacher intends to retire.

   c. The teacher will receive a benefit of one two-hundredth (1/200th) of his/her final salary for each accumulated sick day.

   d. The District will, on behalf of the teacher, apply the benefit towards the cost of continuing the negotiated medical/surgical and major medical benefit after the effective date of retirement.

**ARTICLE 19**

**EVALUATION PROCEDURES**

19.1 It is the prime purpose of observations and evaluation to highlight a teacher's strengths and weaknesses so that a teacher will benefit from the observation-evaluation.

19.2 Observations shall occur at least two (2) times a year for non-tenured teachers and at least one time a year for tenured teachers.

19.3 All monitoring or observations of the work performance of a teacher shall be conducted openly and with the full knowledge of the teacher.

19.4 Written observation and evaluation reports will be limited to classroom performance, which takes place during the regular school day. These reports will be based upon direct and objective observation.

19.5 A supervisor visiting a class for the purpose of evaluating the teacher shall notify the teacher at least one (1) day in advance and shall remain in the classroom normally for a full period, but at least half a period. The report of the supervisor shall show time spent in observation. Notwithstanding, the foregoing, one observation leading to a formal evaluation per teacher per year may be made with less than twenty-four (24) hours notice. Each report shall contain comments resulting only from the specific period designated on the report.

19.6 Following the observation, the supervisor shall meet with the teacher to discuss the written evaluation within five (5) school days, when possible.

19.7 If a supervisor finds a teacher in need of assistance, the reason shall be given in specific terms, and an identification of the specific ways in which the teacher is to improve and the assistance to be given by the supervisor.

19.8 A teacher will be given a copy of any evaluation reports prepared by his/her supervisor within ten (10) school days, and will have the right to discuss such a report with his/her supervisor before it is placed in the teacher's file. The teacher shall sign any report of an observation or any evaluation report to indicate that
he/she has seen the report, with the understanding that such signature does not necessarily indicate agreement with the contents of the report. The teacher will have the right to submit a rebuttal or a statement about the observation or evaluation.

19.9 If the evaluation of a teacher's observation is unsatisfactory, he/she shall have the right to another observation within an agreed upon amount of time after the post-observation conference. All procedures for this observation will be adhered to.

19.10 Upon agreement of this contract for the 2009-2010 school years between the Superintendent of Crown Point Central School District and the Crown Point Teachers' Association (Local 2595, NYSUT, AFT, AFL-CIO), the Superintendent, along with the Association, will form a committee to discuss, and suggest proposed alterations to the evaluation process per the Annual Performance Review (APPR). Any proposed changes to the collective bargaining agreement will go through normal negotiations process.

ARTICLE 20
DURATION OF AGREEMENT

This agreement shall be effective as of July 1, 2009 and shall continue in effect through June 30, 2010. The parties agree that all negotiable items for this Agreement have been discussed during the negotiations leading to this Agreement and therefore agree that negotiations will not be reopened on any item whether contained herein or not during the life of this Agreement except by mutual consent of both parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective representatives.

Dated:

CROWN POINT CENTRAL SCHOOL:

By [Signature]
Superintendent

Dated: April 21, 2009

CROWN POINT TEACHERS ASSOCIATION:

By [Signature]
Negotiating Team Members
APPENDIX A
PAYROLL DEDUCTION AUTHORIZATION

SOCIAL SECURITY NUMBER ____________________________________________________________

LAST NAME ____________________________________________ F ______ M ______

DISTRICT NAME ____________________________________________

ORGANIZATION ____________________________________________

TO THE BOARD OF EDUCATION:

I hereby authorize you, according to arrangements agreed upon with the above organization, to deduct from my salary and transmit to said organization, dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing.

MEMBER SIGNATURE __________________________ DATE ____________________________
APPENDIX B
GRIEVANCE FORM

Name: ___________________________ Class or work location: ___________________________

State all provisions of Agreement involved: Article __________
Article __________

STEP 2

Date of Occurrence:

Short Plain statement of the grievance (use additional sheets if required)

Remedy Sought:

Date Submitted: __________ Grievant: __________

Check to make sure all required information has been provided and give this form to the Superintendent.

STEP 2 DECISION

Date grievance received:

Decision (use additional sheets if necessary):

Date decision issued:

Superintendent

20
APPENDIX B - CONTINUED

STEP 3 APPEAL

(To be submitted to the Board of Education within 12 days of receipt of Step 2 decision or date Step 2 decision was due, whichever is earlier.)

The decision at Step 2 of the grievance herein above described is unsatisfactory for the following reason(s):

Remedy Sought:

Date submitted: Grievant:

All documentation bearing upon the grievance and a copy of the decision at Step 2, shall be submitted with this Appeal. A copy of this Appeal shall also be delivered to the Superintendent.

STEP 3 DECISION

Date Step 3 Appeal received:

Date Decision issued: Determination Attached

For the Board of Education

21
APPENDIX B - CONTINUED

STEP 4 APPEAL

In respect of the grievance herein above described, the Association hereby demands arbitration of the following issue:

Sections of the Agreement claimed to have been violated:

Article ___ ' ______
Article ___ ' ______

Date submitted: For the Association:

Title:

A copy of this demand shall simultaneously be served upon the Board of Education and upon either the American Arbitration Association or the Public Employment Relations Board, as the Association may elect.
<table>
<thead>
<tr>
<th></th>
<th>Step</th>
<th>2009-2010</th>
<th>Teaching Assistant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>14,742</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>2</td>
<td>14,742</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>15,178</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>4</td>
<td>15,627</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>5</td>
<td>16,083</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>6</td>
<td>16,417</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>7</td>
<td>16,759</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>8</td>
<td>17,107</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>9</td>
<td>17,371</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>10</td>
<td>17,607</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>11</td>
<td>18,242</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>12</td>
<td>18,375</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>13</td>
<td>18,622</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>14</td>
<td>19,410</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>15</td>
<td>19,829</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>16</td>
<td>20,116</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>17</td>
<td>20,314</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>18</td>
<td>20,635</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>19</td>
<td>21,017</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>20</td>
<td>21,257</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>21</td>
<td>21,447</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>22</td>
<td>21,621</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>23</td>
<td>21,824</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>24</td>
<td>22,081</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>25</td>
<td>22,310</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>26</td>
<td>22,562</td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX D

EXTRA CURRICULAR PAY SCHEDULE

The compensation(s) listed on this page are to be paid when the position and the individual heading up the program have been approved by the Superintendent.

<table>
<thead>
<tr>
<th>2009-2010</th>
<th>Step 1</th>
<th>Step 3</th>
<th>Step 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Athletics</td>
<td>$5,792</td>
<td>$6,140</td>
<td>$6,508</td>
</tr>
<tr>
<td>Varsity Basketball Girls</td>
<td>$2,971</td>
<td>$3,149</td>
<td>$3,338</td>
</tr>
<tr>
<td>Varsity Basketball Boys</td>
<td>$2,971</td>
<td>$3,149</td>
<td>$3,338</td>
</tr>
<tr>
<td>Modified Basketball Boys/Girls</td>
<td>$2,028</td>
<td>$2,150</td>
<td>$2,279</td>
</tr>
<tr>
<td>Varsity Soccer - Boys and Girls @</td>
<td>$2,420</td>
<td>$2,565</td>
<td>$2,719</td>
</tr>
<tr>
<td>Modified Soccer - Boys and Girls @</td>
<td>$2,028</td>
<td>$2,150</td>
<td>$2,279</td>
</tr>
<tr>
<td>Varsity Cheerleading &amp; Modified Cheerleading</td>
<td>$1,817</td>
<td>$1,926</td>
<td>$2,042</td>
</tr>
<tr>
<td>Varsity Baseball &amp; Softball @</td>
<td>$2,420</td>
<td>$2,565</td>
<td>$2,719</td>
</tr>
<tr>
<td>Modified Baseball &amp; Softball</td>
<td>$2,028</td>
<td>$2,150</td>
<td>$2,279</td>
</tr>
<tr>
<td>Varsity Golf</td>
<td>$1,683</td>
<td>$1,784</td>
<td>$1,891</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2009-2010</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Intramural Program</td>
<td>$488</td>
</tr>
</tbody>
</table>

**Advisors**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman Class</td>
<td>$643</td>
</tr>
<tr>
<td>Sophomore Class</td>
<td>$643</td>
</tr>
<tr>
<td>Junior Class</td>
<td>$871</td>
</tr>
<tr>
<td>Senior Class</td>
<td>$871</td>
</tr>
<tr>
<td>Varsity Club</td>
<td>$871</td>
</tr>
<tr>
<td>Student Council</td>
<td>$871</td>
</tr>
<tr>
<td>National Honor Society</td>
<td>$871</td>
</tr>
<tr>
<td>Yearbook</td>
<td>$1,196</td>
</tr>
<tr>
<td>Band Director</td>
<td>$977</td>
</tr>
<tr>
<td>Chorus Director</td>
<td>$871</td>
</tr>
<tr>
<td>School Play - 1 Act</td>
<td>$805</td>
</tr>
<tr>
<td></td>
<td>$1,586</td>
</tr>
<tr>
<td>School Play - 3 Acts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$871</td>
</tr>
<tr>
<td>Journalism</td>
<td>$871</td>
</tr>
<tr>
<td>Academic Bowl</td>
<td>$871</td>
</tr>
<tr>
<td>FCCLA</td>
<td>$871</td>
</tr>
<tr>
<td>News Coordinator (50% of amount listed is district cost)</td>
<td>$718</td>
</tr>
<tr>
<td>Quiz Bowl</td>
<td>$871</td>
</tr>
<tr>
<td>SADD</td>
<td>$871</td>
</tr>
</tbody>
</table>
EXTRA CURRICULAR PAY SCHEDULE  continued

2009-2010

Teachers who direct two (2) of the aforementioned activities will receive an additional $100.00. Teachers who direct three (3) or more of the aforementioned activities will receive an additional $200.00.

Chaperoning of dances and athletic events:

Costs of chaperoning class dances will be charged against the class.

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>At School assignment</td>
<td>$48.76</td>
</tr>
<tr>
<td>Away from school assignment</td>
<td>$76.32</td>
</tr>
<tr>
<td>School not in session (full day)</td>
<td>$120.84</td>
</tr>
<tr>
<td>School not in session (half day)</td>
<td>$73.14</td>
</tr>
</tbody>
</table>
