



**ATA**

**AMITYVILLE TEACHERS' ASSOCIATION**

**AGREEMENT**

**Amityville Board of Education**

**And**

**Amityville Union Free School District ATA**

**2020 - 2023**

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AGREEMENT made this 27th day of February, 2020, between the Amityville Board of Education (hereinafter referred to as the "Board") and the Amityville Teachers' Association (hereinafter referred to as the "Association").

Term of Agreement - **July 1, 2020 through June 30, 2023**

**I. PREAMBLE**

The Board and the Association firmly believe that the primary function of the Board and its professional staff is to assure each student attending the Amityville Public Schools the highest level of educational opportunities obtainable. The Board recognizes that teaching is a profession; the Association recognizes that the position of teacher entails responsibility for high professional standards and educational competence; the Board and Association believe that the objectives of the educational program are realized to the highest degree with mutual understanding, cooperation and effective communications exist between the Board and its professional staff.

**II. RECOGNITION**

The Board recognizes the Association as the exclusive representative for classroom teachers of the Amityville Public Schools and for long-term substitute teachers, special teachers including school social worker, department chairpersons, guidance, librarians, school nurse teachers, part-time teachers and annually salaried library teaching assistants, and psychologists, for the period provided by law, for the purpose provided in Section 208 of the Civil Service Law.

**III. DUES DEDUCTION AND AGENCY FEE**

Effective February 6, 2019, while the Association is the exclusive bargaining agent, the Board will deduct from the checks of members of the Association who submit dues check-off authorizations in writing to the Board, the amount of Association dues as determined by the Association in accordance with written memorandum thereof to be filed by the Association with the Board. These deductions will be made in 20 equal amounts and commence in October of each year. Unit members seeking to withdraw from the Association must notify the Association of same. The dues deduction authorization will remain in effect until no later than the second payroll following the Board's receipt of written notice from the

Association advising the Board to cease deducting dues from the employee.

Provided that the District complies with the preceding paragraph, the Union agrees to indemnify and save and hold the District and any and all of the District's employees, representatives, officers and/or members of the Board of Education harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken or not taken by the District or any of its employees, representatives, officers and/or members of the Board of Education for the purpose of complying with the dues deduction provisions of this Agreement and/or State or federal law. Any actions that may arise out of criminal and/or intentional tortious acts on the part of the District or its employees, representatives, officers and/or members of the Board of Education, that are not attributable to an act or omission by the Union or its agents, are excluded from the indemnification and hold harmless obligations in the preceding sentence.

Dues deducted from members of the Association will be transmitted to the Association not later than before the next pay day, two weeks later. Appropriate time allowance will be made for pay days one week apart.

In the event a teacher returns to the District, or is initially placed on staff after the October pay periods, and then submits a dues check-off authorization, dues deduction will commence with the second paycheck following employment.

Vote COPE - the district will provide for dues deduction for Vote COPE, when provided with a list of participants by the union.

#### **IV. PRINCIPLES**

1. Nothing contained herein will deny to any teacher the right to join or not join the Association, but membership therein will not be prerequisite for employment or continuation of employment of any teacher.
2. Any teacher may present matters regarding instructional or personal policies or procedure through appropriate channels for consideration by the Board of Education, providing such presentation does not violate the exclusive representation status of the Association for purposes of collective negotiations.

3. Nothing contained herein will be construed to deny to any teacher his/her rights under Section 15 of the New York Civil Rights Law, the State Education Law or under applicable Civil Service Laws and regulations.

#### **V. NEGOTIATION PROCEDURES**

1. The Board or designated representative of the Board, will meet with representatives designated by the Association for the purpose of negotiation and discussion in order to reach a mutually satisfactory agreement concerning salaries, wages, hours and other terms and conditions of employment.
2. The parties will meet no later than March 1<sup>st</sup> of the last year of this contract for the purpose of exchanging proposals and commencing negotiations toward a successor agreement. The second meeting and all necessary subsequent meetings will be called at times mutually agreed.
3. Designated representatives of the Board, and its advisors, will meet at such mutually agreed upon places and times with representatives of the Association and its advisors for the purpose of effecting a free exchange of facts, opinions, proposals, and counterproposals in an effort to reach mutual understanding and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly and fairly with each other on all matters. Following the initial meetings as described in paragraph 2 above, such additional meetings will be held as the parties may require to reach agreement.
4. If either party determines that negotiations have reached an impasse, written notice thereof will be given to the other party and assistance may be requested as provided in Section 209 of the Public Employees' Fair Employment Law.

#### **VI. GRIEVANCE PROCEDURE**

It is the declared objective of the parties to encourage the prompt and informal resolution of employee complaints as they arise and to provide recourse to orderly procedures for the satisfactory adjustment of complaints.

A grievance will mean a complaint by an employee in the negotiating unit that there has been a violation,

misinterpretation or inequitable application of any of the provisions of this agreement. The term "grievance" will not apply to any matter as to which (1) a method of review is prescribed by law, or by any rule or regulations of the State Commissioner of Education having the force and effect of law or by any by-law of the Board of Education, or (2) the Board of Education is without the authority to act.

As used in this Article, the term "employee" will mean also a group of employees in the negotiating unit having the same grievance or the Association. However, the determination to advance a grievance to arbitration will be in the sole determination of the Association.

**A. STEP I**

The first procedural stage will consist of the employee's presentation of his/her grievance to his/her immediate supervisor for discussion and resolution of the matter. The immediate supervisor will be the Building Principal. If the matter is not satisfactorily resolved at Step I, or if a decision has not been rendered within ten (10) school days after the presentation of the grievance, then the aggrieved person may proceed to the next step.

To institute proceedings, the aggrieved will fill out the prescribed grievance form in quadruplicate. The original copy is to be sent to the Building Principal and a copy is to be sent to the Superintendent. The third copy is to be retained by the aggrieved person. The fourth copy is to be sent to the Association President. This form will set forth the specific facts constituting the grievance and include the following:

1. Background of the grievance.
2. Evidence supporting the grievance with documentation.

**B. STEP II**

Within ten (10) school days after determination has been rendered at Step I or twenty (20) school days after the grievance was presented, whichever is sooner, the aggrieved may refer the grievance to the Superintendent or his/her designee. To institute proceedings, the aggrieved will fill out the prescribed grievance form in quadruplicate. The original copy is to be sent to the Superintendent and a copy is to be sent to the Building Principal. The third copy is to be retained by the aggrieved person. The fourth copy is to be sent to the Association President. This form

shall set forth the specific facts constituting the grievance and include the following:

1. Background of the grievance.
2. Evidence supporting the grievance with documentation.
3. Action taken thus far to resolve the grievance.
4. Reason for dissatisfaction with action taken during earlier proceedings.

The building Principal will furnish the Superintendent or his/her designee with a written resume of the proceedings of Step I indicating his/her decision in the specific grievance and the reasoning supporting his/her decision.

The Superintendent or his/her designee will study the grievance presented. This may involve conferences with the aggrieved person and his/her colleagues, or his/her representatives and Building Principals. Following study, the Superintendent or his/her designee will render his/her decision to the aggrieved no later than fifteen (15) school days following written receipt of said grievance. If the aggrieved person rejects the decision, he/she may elect to proceed to Step III - Board of Education Review.

### **C. STEP III**

Within fifteen (15) school days after a determination has been rendered at Step II or twenty-five (25) school days after the grievance was presented at such step, whichever is sooner, the aggrieved person will inform the Superintendent or his/her designee of intent to continue proceedings to the Board of Education. The aggrieved person will fill out the prescribed grievance form in quadruplicate. The original and a copy thereof are to be sent to the Superintendent or his/her designee who will transmit the original to the Board of Education. The third copy is to be retained by the aggrieved person. The fourth copy is to be sent to the Association President.

The Superintendent or his/her designee will furnish the Board of Education with a written resume of the proceedings of Step II indicating his/her decision in the specific grievance and the reasoning supporting his/her decision, together with all materials



presented by the aggrieved person and all documents which may prove helpful to the Board of Education during its deliberation.

The Board of Education will consider the grievance at a meeting of said Board to take place within fifteen (15) school days following receipt of said grievance. A hearing will be held and the aggrieved person has the right to be represented. A simple majority vote of the total Board membership will constitute action on the grievance presented. A written decision will be rendered the aggrieved person within fifteen (15) school days following such hearing. If the aggrieved person rejects the decision, he/she may elect to proceed to Step IV arbitration.

**D. STEP IV - ARBITRATION**

A grievance which was not resolved at Step III may be submitted by the Association to arbitration if it involves the application or interpretation of this agreement. A grievance arising under any term of this agreement involving Board policy or discretion may be submitted to arbitration for the sole purpose of determining whether the Board's policy was disregarded or applied in so discriminatory, arbitrary or capricious manner as to constitute an abuse of discretion.

Within ten (10) school days after determination has been rendered at Step III, or forty (40) school days after the grievance was presented at such step, whichever is sooner, the Association may submit the grievance to arbitration by notifying the Board to that effect. The notice will include a brief statement setting forth precisely the issue to be decided by arbitration and the specific provision of the agreement involved.

Within ten (10) school days after such written notice of submission to arbitration the Board and the Association will agree upon a mutually acceptable arbitrator. If they are unable to agree on an arbitrator, or to obtain a commitment to serve, then either the Board or the Association may apply to the American Arbitration Association for a list of arbitrators experienced in public employment relations with respect to the public schools. The parties will then select an arbitrator under the rules and procedure of the American Arbitration Association. The arbitrator will issue a decision not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision will be in writing and will set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator will limit the decision strictly

to the application and interpretation of the provisions of this agreement and he/she or they will be without power or authority to make any decision:

1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this agreement or of applicable law or rules and regulations having the force and effect of law.
2. Involving Board discretion or Board policy under the provisions of this agreement, under Board by-laws, or under applicable law, except that he/she may decide in a particular case that Board policy was disregarded or that its attempted application under any term of this agreement was so discriminatory, arbitrary or capricious as to constitute an abuse of discretion.
3. Limiting or interfering in any way with the powers, duties and responsibilities of the Board under its by-laws, applicable law, and rules and regulations having the force and effect of law.

The decision of the arbitrator if made in accordance with his/her or their jurisdiction and authority under this agreement will be accepted as final by the parties to the dispute and both will abide by it.

The fees of the arbitrator will be shared by the parties to the dispute.

#### **GENERAL**

1. The filing or pendency of any grievance under the provisions of this article will in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject however to the final decision on the grievance.
2. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits will permit the Association to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits will be deemed to be acceptance of the decision rendered at that step.

3. The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual written agreement.
4. A grievance will not be entertained and will be deemed to have been waived unless presented within thirty (30) school days after the Association knew or should have known of the act or condition on which the grievance is based.
5. In the event a grievance is filed on or after June 1, upon request by the Association, the time limits set forth herein will be reduced wherever possible so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as may be practicable.

#### **VII. TEACHER-ADMINISTRATION LIAISON**

- A.
  1. The Association Building Vice-President for each school building will meet with his/her principal monthly during the school year to review and discuss building problems and practices.
  2. The Building Vice-President will have the right to schedule Association meetings in the school building before or after school or during school lunch periods, provided such meetings do not conflict with scheduled faculty or other academic meetings.
  3. The Building Vice-President will be provided ten (10) minutes time at all faculty meetings, if requested, to report on matters involving representation of the teachers by the Association.
  4. The Building Vice-President will be permitted to meet with teachers at times and places convenient to him/her provided that such meetings can be scheduled without disturbing the regular academic program.
- B. Representatives of the Association and the Superintendent will meet monthly during the school year to review and discuss current school problems and practices, matters relating to the administration of this agreement, consider the development of new state and federal funded projects, and other matters of mutual concern. If the Superintendent is not available, he/she may designate his/her representative,

or the meeting may be rescheduled for the earliest available date. At the first monthly meeting with representatives of the Association, the parties will schedule the dates at which subsequent meetings will be held.

The annual school calendar will be considered at the January monthly meetings and will be developed by the Superintendent after discussion of all proposals at such meeting or meetings. Every effort will be made by the Superintendent to make a recommendation to the Board for approval of the calendar by June 1.

- C. An Educational Advisory Committee (EAC) consisting of five teachers appointed by the Association and five administrators and/or supervisors recommended by the Superintendent and appointed by the Board will function in the area of educational policies and practices. The EAC will meet monthly to discuss and study subjects mutually agreed upon relating to the District in addition to those subjects which may be referred to it by the provisions of this agreement.

The Committee will establish its own rules of procedure and will provide for a rotating chairperson who will be responsible for the arrangement and conduct of meetings.

The EAC may establish committees, responsible to it and having equal numbers of teachers appointed by the Association and administrators and/or supervisors recommended by the Superintendent and appointed by the Board, to study and report to the EAC upon mutually agreed upon subjects.

The EAC will be without authority to enter into negotiations, to change any provisions of this contract and, except as specifically provided in this contract, to make a final determination with respect to any matter affecting wages, hours, or terms and conditions of employment. It will be responsible to the parties to this contract and will issue written reports to the Superintendent and to the Association, no later than February 1st covering all areas of its concern. Any opinions or conclusions of the Committee will not be binding on the parties, but they are to be guided by its recommendations.

#### **VIII. TEACHERS AND ASSOCIATION RIGHTS**

- 1. The Association will be given a place on the agenda of the orientation program for new teachers and will be

consulted with respect thereto. The time allotted to the Association will be a total of two (2) consecutive hours inclusive of lunch, for which it agrees to bear catering costs. The ATA will have exclusive control over this portion of the program. Further, at the sole discretion of the Association, non-unit personnel may be excluded from attending this portion of the program.

2. All teachers will be entitled to attend free of charge all school activities including athletic events scheduled at school district facilities.
3. Teachers serving on committees dealing with terms and conditions of employment will be designated by the Association. The Association may also, from time to time, bring to the attention of the Superintendent the names of teachers interested in serving on other committees without limiting the ultimate discretion of the Superintendent.
4. This agreement will supersede any existing Board policy, instruction or direction where the same is in conflict with any provision of this agreement, and to that extent, the provisions of this agreement will be controlling.
5. The Association will have the right to use school buildings pursuant to existing policy provided that such use will not interfere with the regular school program.
6. If any teacher is sued as a result of any action taken by the teacher while acting in the discharge of his/her duties and within the scope of his/her employment, the Board will on written request, provide legal counsel to the teacher in his/her defense. The teacher will promptly and timely notify the Superintendent of such action. Nothing herein contained will restrict the right of a teacher to retain his/her own counsel, but in such event the Board will not be obligated to pay the fee and expense for outside counsel retained by the teacher.
7. The Association will have the right to post notices of its activities and matters of Association concern on teacher bulletin boards in each school building. The Association may make use of the pony mail service and teacher mail boxes for communications to teachers in accordance with present policy. Announcements of meetings may be listed in the school activity bulletins. The public

address system may be used for announcing the date, time and place of the meetings so long as such does not interfere with the instructional program. No teacher will be prevented from wearing a customary insignia, pin or other identification of membership in the Association on school premises.

8. The Association acknowledges that the Board has provided and the Board agrees to continue its program to provide the following:
  - a) Separate desk with lockable drawer space for all teachers;
  - b) Suitable closet space for each teacher to store coats, overshoes and personal items;
  - c) Chalk board and bulletin board space in every classroom;
  - d) Copies, exclusively for each teacher's use, of all texts and, where available, teacher's editions and manuals used in each of the courses he/she is to teach;
  - e) A Dictionary appropriate to classroom needs in each classroom in grades 6 through 12;
  - f) Adequate attendance books, paper, pencils, pens, chalk, erasers and other subject material required in daily teaching responsibility;
  - g) Adequate storage space in each classroom for instructional materials.
9. Within presently existing facilities, equipment and material, teacher workrooms will be provided in each building and will be equipped with typewriter, duplicating machines, tables, chairs and other such existing equipment.
10. The Board and the Association mutually recognize the importance of continuous use of adequate teaching reference material in maintaining a high level of professional performance.

In furtherance of the recognition, the Board agrees to appropriate the total sum of \$500.00 to be used to provide a teacher reference library in each school to be located in the school library or faculty lounge. All requisitions for the purchase of text books and appropriate magazines and journals will be made through the business office. The administration and supervision of each such library will be the responsibility of the Association.

11. The Board recognizes that appropriate texts, equipment and supplies are the tools of the teaching profession. Association representatives and the Superintendent or his/her representative, will confer from time to time for the purpose of improving the selection and use of such educational tools. The Board agrees, at all times, to keep the schools reasonably equipped and maintained.
12. Nothing contained herein is designed to abridge or diminish any professional advantage heretofore enjoyed. With respect to matters not covered by this agreement which are proper subjects for collective negotiations, the Board agrees that it will make no changes in clearly defined policies without appropriate prior negotiations with the Association. To assist in the interpretation of what is an established policy or practice, it will be defined as a term or condition of employment of long standing and duration that has been performed with full knowledge and agreement of the parties.
13. Under the provisions of Section 3019a of the Education Law, a teacher who desires to terminate his/her services will file a written notice thereof with the Superintendent at least thirty (30) days prior to the effective date of such termination.
14. There will be two (2) seats reserved for the Association at School Board meetings.
15. The President of the Association, the Vice-President and one Building Vice-President for each building will be relieved of all assigned non-teaching duties during the period of this agreement. If the President is a secondary school teacher, he/she will be assigned to four daily teaching periods. If the President is an elementary teacher (including elementary special subject teacher) he/she will be assigned daily teaching time equal to the

number of minutes in a secondary level four period teaching schedule. If the President is a secondary school teacher and a block schedule is utilized in the secondary schools, the President will be assigned to daily lunch, daily preparation and two teaching blocks on either days 1 and 3 or 2 and 4 and to one teaching block and one seminar block on the opposite two days, with the lunch and preparation assigned consecutively at the end of the school day, consecutively. The President will be scheduled preparation, duty and, if the President is a secondary teacher, lunch at the end of the school day, consecutively. Upon approval of the Superintendent, the President of the Association or his/her designee may engage in Association activities directly relating to the Association's duties as representative of the teachers which cannot be performed other than during school hours, without loss of pay as is necessary to perform any such activities. The President of the Association or his/her representative will be allowed in his/her unassigned time to visit schools to investigate working conditions, teacher complaints, problems or for other purposes relating to Association affairs. Whenever possible, the President will give advance notice of his/her visit to the building administrator, and upon his/her arrival report his/her presence to the office. The Association and its officers recognize and agree that this privilege should not be abused.

16. If a teacher is reprimanded or warned by his/her supervisor for any infraction of rules or delinquency in professional performance, such teacher will have the right to discuss the matter further with his/her supervisor. Before a decision to issue a written reprimand is made which will become a part of a teacher's file, the teacher will be notified and given an opportunity on his/her own or through the Association to have a conference to review said material with an Association representative present.
17. Should the Board direct a teacher to take a course, the reasonable amount of the cost to the Board thereof, will be mutually agreed upon in advance. The Board will not be requested to pay for any such course which would serve to grant initial permanent certification to the teacher involved unless such course cannot be included in the original certification requirements.



18. The Association will have a timely opportunity to make known its suggestions relative to any new construction or renovation.

### IX. SALARIES

1. The salary of the professional staff for the period retroactive to July 1, 2018 to June 30, 2023 will be in accordance with Schedules A-1, A-2, A-3, A-4 and A-5 attached.

- a) For Year 1 (2018-2019), retroactive to July 1, 2018, for all unit members on the District's payroll as of February 6, 2019, each cell of the 2017-2018 salary schedule will be increased by .75%, plus increment. In addition, all unit members on the District's payroll as of February 6, 2019 who were on step 16 of the salary schedule during the 2017-2018 school year, will receive a one-time, non-recurring, off-the-salary schedule payment of \$1,000; \$500 of which will be paid by not later than March 1, 2019 and \$500 of which will be paid by June 30, 2019, and all of which will be prorated for employees who are not on the payroll for the entire school year.

- b) For Year 2 (2019-2020), each cell of the 2018-2019 salary schedule will be increased by an additional .75%, plus increment. All unit members who were on step 16 of the salary schedule during the 2018-2019 school year will receive a one-time, non-recurring, off-the-salary schedule payment of \$1,000; \$500 of which will be paid by November 28, 2019 and \$500 of which will be paid by June 30, 2020, and all of which will be prorated for employees who are not on the payroll for the entire school year.

- c) For Year 3 (2020-2021), a new 30-step salary schedule, annexed as "A-3," will be implemented. Each unit member will be placed on this new schedule on the step that is closest to, but not less than, the amount the unit member would have received if:

- i. any step movement the unit member would have received for the 2020-2021 school year, had the

2019-2020 salary schedule continued for the 2020-2021 school year; plus

ii. any longevity the unit member would have received for the 2020-2021 school year, had the longevities in effect during the 2019-2020 school year been increased by an additional .75% and continued for the 2020-2021 school year.

d) For Year 4 (2021-2022), each cell of the 2020-2021 salary schedule will be increased by .75% and employees will receive increment.

e) For Year 5 (2022-2023), each cell of the 2021-2022 salary schedule will be increased by 1.0% and employees will receive increment.

2. During the life of this Agreement, effective retroactive to July 1, 2018, the salary schedules for athletics and co-curricular assignments are as set forth in Schedules B and C. Salaries for clubs will be paid semi-annually.

All unit members who were on step 16 of the salary schedule during the 2019-2020 school year will receive a one-time, non-recurring, off-the-salary schedule payment of \$1,000; \$500 of which will be paid by November 28, 2020 and \$500 of which will be paid by June 30, 2021, and all of which will be prorated for employees who are not on the payroll for the entire school year.

a) A new Schedule B will be implemented, retroactive to July 1, 2018, for the 2018-2019 school year. The 2018-2019 Schedule B will be increased by .75% for the 2019-2020 school year. The 2019-2020 Schedule B will be increased by .75% for the 2020-2021 school year. In addition, effective with the 2020-2021 school year, the stipend for Park Avenue Activities as set forth in Schedule B will be increased to \$1,197 and the Junior High Girls intramural rate will be increased to \$1,518 in Schedule B. The 2020-2021 Schedule B will be increased by .75% for the 2021-2022 school year. The 2021-2022 Schedule B will be increased by 1.0% for the 2022-2023 school year. Salaries will be paid semi-annually.

b) Effective retroactive to July 1, 2018, the 2017-2018 Schedule C will be increased by 5% for the 2018-2019

school year. The 2018-2019 Schedule C will be increased by an additional .75% for the 2019-2020 school year. The 2019-2020 Schedule C will be increased by an additional .75% for the 2020-2021 school year. In addition, effective retroactive to July 1, 2018, the Band Director stipend in Schedule C will be increased to \$5,000. The 2020-2021 Schedule C will be increased by .75% for the 2021-2022 school year. The 2021-2022 Schedule C will be increased by 1.0% for the 2022-2023 school year. Salaries will be paid semi-annually.

3. A. The salary schedule covers a calendar of 185 days of service pursuant to a calendar determined by the Board of Education upon recommendation of the Superintendent of Schools. Notwithstanding this provision, however, should the regulations of the Commissioner be amended so as to require a student calendar of more than 185 days, the teacher calendar will be lengthened by an equal number of days without additional compensation. Effective with the 2020-2021 school year, 185 days will be changed to 183 days.

B. Advancement on Salary Columns - The plus (+) sign in the salary schedule means credits earned after the degree indicated was conferred. Courses for change of salary schedule should have the prior approval of the Superintendent and should be related to the teacher's position. Inservice credits, up to a total of 30, will be acceptable.

For column movement on and after October 26, 1999, the following will also apply:

4. A) Approval of In-Service Courses:
  1. All in-service courses taken for credit must have the approval of the Superintendent of Schools prior to the time of registration.
  2. In-service credit acquired as a full-time employee of another school district will be allowed only upon the evaluation and approval of the Superintendent of Schools.
  3. Credit will be given only for courses which are conducted by institutions, agencies or groups approved by the Superintendent of Schools. Courses

provided by SCOPE, NYSUT and Western Suffolk Teacher Center will be approved provided they otherwise qualify as to content pursuant to this provision.

4. As a basis for determining credit approval for in-service courses, it is the responsibility of the teacher to provide the Superintendent with the following information about the course:
  - a) Name of Course
  - b) Sponsor of Course
  - c) Place where course is given
  - d) Number and length of meetings
  - e) Description of course
5. To apply in-service credit toward a salary adjustment, the teacher must supply the Superintendent of Schools with evidence of satisfactory completion of the course.
6. Teaching staff members may audit in-service programs without receiving in-service credit. This may be limited at the behest of the lecturer.
7. No more than nine (9) in-service credits will be approved for movement from one column to another on the salary schedule.

B) Graduate Credits

1. The limitation of nine (9) credits per lane on in-service credits will not be construed to limit the number of graduate credits from an accredited college or university a teacher may take in a year.
2. Graduate courses will be acceptable for salary credit if one of the following exists:
  - a) The college or university is regionally accredited, or
  - b) The college or university is accredited by a nationally recognized accrediting agency, or
  - c) The college or university is accredited by the New York State Department of Education

(Office of College and University Evaluation), or

- d) The college or university is recognized by the United States Department of Education.
3. In addition to the foregoing, credits earned through such courses must be acceptable by the college or university for any graduate degree bearing program and any course taken must be:
- a) Related in content to any teacher's tenure area held, teaching certificates possessed, or any otherwise course content to which the teacher is assigned or expects to be assigned based on NYS or District curriculum standard
  - b) Related to teaching methodologies which are applicable to the teacher's program.
  - c) Related to a NYSRR Section 80 Certificate that the teacher does not possess, wishes to obtain for purposes of professional advancement and improvement, such as related to school or district administration.
  - d) Approved by the Superintendent of Schools.
4. The course may be taken at the physical college or university offering accreditation, through a third party provider authorized by the accredited college or university to deliver the course, or as distance education from the accredited college or university in accordance with its rules and procedures for enrollment in and completion of a course in such a manner.
5. Whenever the teacher has completed enough courses for salary column movement, the teacher will make application for such movement, effective September 1 and February 1, as proximate to the teacher's application for movement. Column movement will not occur, however, until all transcripts or certifications have been provided to the District.

5. After the completion of the specified number of years, longevity payments will be as follows:

	<u>2018-2019</u>	<u>2019-2020</u>
18 Years	\$2,601	\$2,621
20 Years	\$3,965	\$3,995
25 Years	\$7,970	\$8,030

Effective July 1, 2020, this longevity section will be deleted in its entirety.

6. Chairpersons of a department will be compensated as follows:

	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
3-4 years	\$1,481.59	\$1,492.70	\$1,503.90	\$1,515.18	\$1,530.33
5-8 years	\$1,700.37	\$1,713.12	\$1,725.97	\$1,738.91	\$1,756.30
9-12 years	\$1,911.01	\$1,925.34	\$1,939.78	\$1,954.33	\$1,973.87
13 years and over	\$2,119.61	\$2,135.51	\$2,151.52	\$2,167.65	\$2,189.33

A. Effective retroactive to July 1, 2018, a Lead Teacher will be compensated as follows:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$2,519	\$2,538	\$2,557	\$2,576	\$2,602

B. Effective retroactive to July 1, 2018, a Grade Level Leader will be compensated as follows:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$2,519	\$2,538	\$2,557	\$2,576	\$2,602

7. For all required work performed in between the last student day and June 30<sup>th</sup>, guidance counselors shall be compensated by a payment as follows:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$1,699	\$1,712	\$1,725	\$1,738	\$1,755

8. Teachers of special education and, effective July 1, 2018, speech, classes will be compensated as follows:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$800	\$806	\$812	\$818	\$826

9. Stipend for Athletic Director and Music Coordinator shall be as follows:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$13,811	\$13,915	\$14,019	\$14,124	\$14,265

10. Coaches' salaries are attached, see Schedule B.

11. The rate for home instruction and curriculum work will be:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$52.43	\$52.82	\$53.22	\$53.62	\$54.15

Teachers of Independent Study and Virtual Academy courses will be compensated at the curriculum work rate.

The rate for chaperoning school events will be:

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>
\$30.00	\$30.23	\$30.46	\$30.69	\$30.99

12. The final salary check will be paid at the completion of work on the last Friday of the teaching year.

Effective July 1, 2019, employees will be paid on the 16<sup>th</sup> and the last day of each month. For the first pay period each September, employees will receive a partial paycheck on the first Friday in September and the balance of the paycheck on September 16<sup>th</sup>. In addition, employees will receive final paychecks (covering the last pay period in June through the last pay period in August) on the last instructional day of the school year. If a payday falls on a Saturday, Sunday or holiday, paychecks will be made available on the preceding business day. The 2019-2020 school year pay dates will be as per the attached Schedule

D. If a payday falls during a school recess period, paychecks will be available for pickup during regular business hours

13. Except for summer school classes, payment for work during July and August for services other than those referred to in this article, or otherwise set forth in auxiliary schedules, will be at the rate of 1/200<sup>th</sup> of salary.
14. Effective retroactive to July 1, 2018, a Mentor Coordinator stipend will be added in the amount of \$5,152.

Effective retroactive to July 1, 2018, a teacher who is assigned to mentor a new teacher will be compensated for the school year as follows:

Mentoring a First Year Teacher - \$1,500

Mentoring a Second Year Teacher - \$1,000

Mentoring a Third or Fourth Year Teacher - \$500

In addition, the District will provide up to eight hours of mentoring training per school year, which the mentor will be required to attend and for which (s)he will be compensated at the curriculum work rate set forth in Section 12. The District will endeavor to provide the training in-District, which may include online training.

#### **X. TEACHER EMPLOYMENT**

1. A teacher who has resigned from the Amityville school system while on tenure and returns to the system within five (5) years will be restored previously accumulated unused sick leave up to the maximum.
2. Step placement on the salary schedule for newly employed teachers will be at the discretion of the Board of Education. Column placement will be consistent with degree status. Thereafter, such teachers will annually advance from step to step consistent with annual vertical increment applicable to other teachers and according to their experience in the district.
3. Whenever possible, the Board will make every effort to appoint certificated teachers to fill vacancies in making appointments and to obtain substitute teachers as necessary.



4. Any teacher not holding permanent state certification will be required to submit to the Superintendent, as reasonably soon after school commences as may be practical, a planned program for obtaining such certification.

**XI. NEWLY EMPLOYED PERSONNEL, VOLUNTARY  
TRANSFERS, VACANCIES AND REASSIGNMENTS**

1. All newly employed personnel will be given notice of assignments of their specific positions as soon after appointment as practicable.
2. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building may inquire at any time to ascertain the possibility of such a vacancy in the following year and must file a written statement of such desire with the appropriate Building Principals ordinarily not later than February 1. Such statement will include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he/she desires to be transferred, in the order of preference.
3. In the determination of requests for voluntary re-assignment and/or transfer, the wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and best interests of the school system. The determination as to which teacher is to receive the appointment will be made on the basis of sound educational policy.
4. Whenever possible and except in an emergency or unusual circumstance which would require shorter notice, an individual covered by this agreement will be notified of his/her transfer to another building at least thirty (30) days prior to the effective date of such transfer and he/she will be afforded an opportunity to discuss such transfer with the Superintendent of Schools or his/her representative, after first discussing the matter with the Building Principal.
5. Whenever any vacancy in any educationally certified position in the district will occur, the Board will post written notice of such vacancy in each building which will include job description stating the minimum requirements necessary for the position.

6. A copy of a letter of application of any teacher who applies for an announced vacancy will be placed in the teacher's personnel file, if he/she so requests.

## **XII. TEACHING CONDITIONS**

1. All areas used by teachers and students will have proper lighting, ventilation, and heat and will be maintained on a regular schedule.
2. The Association may arrange for the installation of soft drink vending machines for staff use only. The installation, operation and maintenance of the machines will be the responsibility of the teachers in the building where the same is located.
3. Where space is available, adequate off-street parking will be made available for teachers.
4. No teacher will be required to transport a pupil in his/her personal automobile. Whenever a nurse teacher uses his/her automobile in the performance of his/her duties to transport a pupil, the Board will assume full liability.
5. At all levels paraprofessionals will be employed by the Board to assist in the supervision of cafeteria, lunchroom, playground and in secondary schools, lavatories.
6. All medical examinations and tests related to application requirements for new teachers will be paid for by the Board, provided that with the approval of the Board the teacher may be examined by his/her own physician at his/her own expense. Such approval, however, will not prevent the Board from requiring medical examinations and/or tests by a physician of its own choosing, nor will such approval prevent the Board from having the results of the examinations and/or tests conducted by the Board. The provisions will also apply to teachers seeking a change of position within the system. Nothing herein contained will be construed to prevent the Board from exercising the rights granted to it under Education Law to require medical examinations of teaching personnel in order to determine the physical or mental capacity of any teacher to perform his/her duties.
7. Teachers will be informed whenever possible of pupil's psychological, emotional and medical conditions.

8. Teachers may be required to attend without compensation not more than five (5) evening assignments or meetings, except that in cases of emergency, the Superintendent will have the right to require attendance at other evening meetings.
9. Academic junior high school chairpersons will be available for tutoring 2-3 periods per week, or in the event of block scheduling, chairpersons will be available for tutoring up to 1 and  $\frac{1}{2}$  blocks per week.
10. The Board will continue its efforts to maintain class size at educationally sound levels.
11. Whenever possible within existing facilities and personnel, the teacher student ratio in the Senior High School and Junior High School study halls will not exceed 1 to 50.
12. The Board will make certain that all teachers receive a forty (40) minute duty free lunch period.
13. Wherever possible, and within existing facilities and personnel and subject to scheduling requirements, the Board will not require any teacher on the Junior or Senior High School level to teach more than four (4) consecutive duty and/or teaching periods in succession, or when block scheduling is utilized, the District will endeavor not to schedule three seminar and/or teaching blocks in succession.
14. Wherever possible and within existing facilities and personnel and subject to scheduling requirements no secondary school teacher will be required to accept an assignment necessitating more than three (3) preparations. A teacher assigned to more than three preparations pursuant to this paragraph will be released from duty assignment, or when block scheduling is utilized, the teacher will be released from the service block where practicable.
15. Elementary school teachers will be afforded one-half (1/2) day on Thursday during the last week of school for the purpose of completing school reports, permanent records and end of the year procedures.
16. To the extent that the District determines to organize its secondary schools pursuant to a 9 period day except as otherwise referred to in this agreement, secondary teachers will be assigned as follows:

- 5 teaching periods
- 1 duty period
- 1 lunch period
- 1 preparation period
- 1 service period, which will be defined as follows:

Secondary teachers may be asked to document, via plan book notation on a weekly basis, which of the following activities they will utilize every other day during that period. The principal has the right to assign teachers from the list of these activities for the remaining days, (i.e., red day/gray day). In addition to this list, any teacher can request of his/her principal any additional activity should there be recognized need. This period will be established in the weekly schedule at the outset of the school year. Assignments scheduled by the principal will occur no later than three (3) school days before said assignment commences:

- a. Staff, grade level, department and instructional support committee meetings.
- b. Cross-curricular collaboration with teachers
- c. Mentoring sessions with new teachers.
- d. Familiarize oneself with current educational technology and/or web sites.
- e. Colleague observation when mutually agreed upon.
- f. Conferences with parents, other teachers, etc.
- g. Student evaluation, grading papers, and planning.
- h. Review student records.
- i. Staff contact with administrators.
- j. Teacher assistance: defined as a teacher in the classroom of another teacher to support instruction (limited to two times per week).
- k. Other meetings as agreed upon between the parties.

Teachers selected to instruct Advance Placement classes, or responsible for six periods of instruction as a regular assignment (not substitute service) will have the option of using this time for the additional preparation required for these courses. When block scheduling is utilized, the teachers assigned to instruct Advanced Placement classes will have the option of using the service block for additional preparation for the Advanced Placement courses where practicable and not assigned to other tasks (e.g. department meeting) during that block.

As to teachers assigned to teacher assistance pursuant to subparagraph 10 above, the following conditions will apply:

- a) No evaluations, formal observations, or formal lesson plans will occur. The principal will be able to observe to see whether the teacher is in compliance with this provision.
- b) A teacher may be required to accept responsibility for the class in the event of the absence of the regular teacher. However, each such assignment would count toward a teacher's obligation pursuant to Article XII, Paragraph 22 of the contract to provide a total of 10 periods of substitute service during his/her preparation period.
- c) Teacher assistance as defined herein will not be for the purpose of classroom management.
- d) A teacher's regular assignment, teacher assistance period and substitute assignment may not exceed a total of 7 periods per day.
- e) On a day when teacher assistance is required, wherever possible, and within existing facilities and personnel, and subject to scheduling requirements, the Board will not require any teacher on the junior or senior high school level to teach more than five (5) consecutive duty and/or teaching periods in succession.
- f) At the end of each school year, any eligible teacher whose teacher assistance assignments have exceeded by twenty-five percent the average of these assignments of eligible teachers within each department will, in the

following year, be limited to assistance assignments that will not exceed the following year's average.

- g) Teachers will be provided with semi-annual reports as to the dates, number of teaching assistance assignments and averages computed according to teacher, department and school.

Should the District elect to utilize an 8 period day, there will be no service period.

To the extent the District decides to organize its secondary schools pursuant to a block schedule, effective with the 2020-2021 school year and thereafter, secondary teachers will be assigned as follows:

<u>Days 1 and 3 (or 2 and 4)</u>	<u>Days 2 and 4 (or 1 and 3)</u>
3-87 minute teaching blocks	2-87 minute teaching blocks
1-87 minute preparation block	1-87 minute preparation block
1-43 minute lunch block	1-43 minute lunch block
	1-87 minute seminar block

The seminar block will be used for teachers to provide individual and group help to students, review work that has already been taught, or in teacher's discretion to provide additional materials, questions or examples for review, work with students on projects, other assignments or District initiatives for which teachers will be provided with scripted lessons, or to allow students to makeup tests. Students will be permitted to attend other teachers' seminar blocks for assistance in the other teacher's class or for resource room, music lessons or other specials, ENL, speech, guidance meetings, assemblies, or the like. There will be no APPR-related observations during the seminar block. If a secondary teacher is absent and the District is unable to provide a substitute, the students in that teacher's seminar class may be reassigned to other seminar classes.

Notwithstanding the above, the District may designate up to two preparation blocks per month as service blocks, as defined above in this Section 16, in addition to the tasks enumerated above that may be performed during the service period, staff development may be conducted. This staff development will not count toward the 18 hours of required staff development as set forth in Article XII(24). These blocks will be designated in advance by the District and will not be

designated for days on which the teacher is assigned to 3 teaching blocks.

17. All elementary teachers will receive forty (40) minutes of preparation time per day.
18. All teachers at the secondary level will be subject to duty assignment. However, when block scheduling is used, teachers at the secondary level will not be subject to a duty assignment.
19. Notwithstanding any policy or practice to the contrary, the elementary teacher's workday will be seven (7) hours. During the time between teacher sign in and the beginning of the student day, or the end of the student day and teacher sign out, teachers will be required to engage in specific professional tasks as set forth herein:
  - a) Staff, grade level, department and instructional support committee meetings.
  - b) Cross-Curricular collaboration with teachers.
  - c) Mentoring sessions with new teachers.
  - d) Familiarize oneself with current educational technology and/or web sites.
  - e) Conferences with parents, other teachers, etc.
  - f) Student evaluation, grading papers, and planning.
  - g) Review student records.
  - h) Staff contact with administration.
  - i) Other meetings as agreed upon between the parties.

The principal has the right to assign teachers from the list of these activities for the remaining days, (i.e., red day/gray day). In addition to this list, any teacher can request of his/her principal any additional activity should there be recognized need. This period will be established in the weekly schedule at the outset of the school year. Assignments scheduled by the principal will occur no later than three (3) school days before said assignment commences.

20. Teachers assigned to the 6<sup>th</sup> grade will be considered as elementary teachers for the purpose of this article and all other provisions of the contract. In the event that 6<sup>th</sup> grade teachers are assigned to a building which contains grades 7 and higher, and the 6<sup>th</sup> grade schedule is modified to provide for a departmentalized system in the manner provided as to grades 7 and higher, 6<sup>th</sup> grade teachers, under such circumstances, will be subject to the same contractual provisions and workday rules as teachers assigned to grades 7 and higher.
  
21. Upon recommendation of the Superintendent, the Board of Education may, within its discretion, implement a program(s) of extra help for students grades Pre-K - 12 effective February 1, 2000. As part of said program(s) all professional staff may be required to be in attendance before or after the seven hour teacher workday up to a maximum of forty minutes per week. During the fall semester of the 1999-2000 school year, a committee will be formed comprised of equal representation from ATA and Administration for the purpose of making recommendations to the Superintendent and Board of Education in connection with the initial implementation of said program(s). After the initial implementation of said program(s), changes thereto at any grade level, school, or department, will only be made by the Board of Education after consultation with ATA. The District has implemented a program of extra help for students grades Pre-K - 12. As part of this program, all professional staff are required to be in attendance before or after the seven hour teacher workday for up to a maximum of forty minutes per week.
  
22. A. Notwithstanding the provisions of paragraph 19 hereof, secondary teachers may be required to provide substitute teaching service for absent teachers in lieu of duty period assignment without limitation as to number and without additional compensation, except as modified below:  
  
B. If a vacancy exists that requires a regular substitute appointment as defined by education law, teachers may be required to perform the foregoing substitute service pursuant to (a) above, without compensation, for up to 30 calendar days, for each vacancy.  
  
C. In the event that the period of absence exceeds 30 calendar days, beginning with the 31<sup>st</sup> day of absence, in addition to relief from duty assignment, any teacher performing the



substitute service will be paid at the rate of 1/5 of BA-1 for each day of substitute service.

D. In addition, notwithstanding the provisions of Paragraph 16 hereof, teachers may be required to provide up to 10 periods of such substitute service in lieu of a preparation period for which compensation will be made at the rate of \$42.34 per period for 2018-2019, \$42.66 per period for 2019-2020, \$42.98 per period for 2020-2021, \$43.30 per period for 2021-2022, \$43.74 per period for 2022-2023 and thereafter.

E. The parties agree that when the building principal determines to implement this provision, teachers will first be called from duty assignment to the extent available except that teachers will be first called from the preparation period to substitute for absent teachers within their department.

F. Notwithstanding the provisions of paragraphs 16 and 18, when block scheduling is used on the secondary level, secondary teachers may be required to provide substitute teaching service for absent teachers during their preparation block. In this event, the secondary teacher may be required to provide up to 5 full blocks or 10 half blocks (or the equivalent) of substitute service in lieu of preparation blocks for which compensation will be made at the rate of \$85.96 per full block or \$42.98 per half block for 2020-2021; \$86.60 per full block or \$43.30 per half block for 2021-2022; and \$87.47 per full block or \$43.73 per half block for 2022-2023.

## 23. Staff Development

A. All teachers will be required to attend a maximum of 18 hours of staff development sessions annually without additional compensation as determined by the Superintendent of Schools. These sessions will be up to two (2) hours in length and will commence fifteen (15) minutes after the end of the teacher workday of the teachers from the latest closing facility who are assigned to participate in the particular staff development program. There will be thirty (30) days' notice of sessions scheduled pursuant to this paragraph. Unless otherwise agreed to between the parties, all sessions will be conducted within the boundaries of the Amityville School District.

Notwithstanding the above, 6 hours of the 18 hours will be credited for attending required meetings during

Superintendent's conference day, staff development days or other such meetings that the unit member is required to attend pursuant to the Agreement.

B. As to teachers who are absent on days when staff development sessions will occur, the following will be applicable:

1. Teachers on extended leaves of absence will not be obligated to attend staff development sessions referred to in this paragraph while on leave.

2. Upon return from extended leave of absence, the annual staff development obligation will remain to the extent that the teachers must complete however many staff development sessions remain for that school year.

3. The foregoing will not apply to an employee on short-term absence such as a sick, personal, jury duty or bereavement leave, unless such leave time is linking to a Board approved leave of absence or to an otherwise authorized leave of absence (e.g. FMLA, worker's compensation, child care, sick bank, etc.). Teachers who miss a scheduled staff development session due to a short-term absence will be required to complete the annual staff development obligation as referred to in paragraph A above.

C. 1. ATA unit members may act as presenters, instructors or facilitators for staff development sessions scheduled pursuant to this Article.

2. Any ATA unit member acting in such a capacity will receive the two hours staff development credit along with an additional one hour staff development credit for the additional duties related to preparing, presenting, instructing or facilitating.

### **XIII. ACADEMIC FREEDOM**

The Board and the Association agree that basic to all education is the quest for truth. The professional staff pledges to continue the search with diligence and integrity. The Board

pledges to continue its long-standing policy of encouragement of this laudable purpose.

#### **XIV. DISCIPLINE AND TEACHER PROTECTION**

1. Teachers will immediately report in writing to their principal or immediate supervisor all cases of assault suffered by them in connection with their employment.
2. This report will be forwarded to the Superintendent who will comply with any reasonable request from the teacher for information in his/her possession relating to the incident or the persons involved, and will act in appropriate ways as liaison between the teachers, the police and courts.
3. The Board of Education recognizes the need for an atmosphere in which the learning environment is not interrupted by a seriously disruptive child. To attain this atmosphere, teachers may direct a child who threatens or engages in physical violence to himself/herself, fellow students or the teacher, or who so seriously disrupts the classroom work as to effectively impede instruction, to report to the principal or other designated supervisor. Any child who repeatedly exhibits such behavior will be removed from the class until the appropriate professional personnel agree to his/her return.
4. Security will be provided when necessary.

#### **XV. PROFESSIONAL BEHAVIOR AND ETHICS**

1. The Board and the Association subscribe to the Joint Code of Ethics as adopted by the New York State School Boards Association and the New York State United Teachers and the same is made part hereof and incorporated herein by reference.
2. The Association acknowledges that its Ethics Committee covers all aspects of professional activity of its members.

#### **XVI. TEACHER EVALUATION**

Except as explicitly amended pursuant to the APPR Plan negotiated by the parties, the following policy will govern all teacher observation and evaluation:

1. All monitoring or observation of the work performance of a teacher will be conducted openly, with full knowledge of the

teacher. The use of public address or audio systems or similar surveillance devices will not be used for this purpose.

2. Teachers will be given a copy to retain of any class visit or evaluation report prepared by their superiors at least one (1) day before the conference to discuss it. No such report will be submitted to central administration, placed in a teacher's file, or otherwise acted upon without a prior conference with the teacher.
3. At the end of the probationary period, a probationary teacher will be informed of the Superintendent's recommendation as to whether or not he/she will be granted tenure. Each person who is not to be recommended for tenure will be so notified in writing by the Superintendent no later than sixty (60) days immediately preceding the expiration of his/her probationary period. A probationary teacher who is advised that his/her services are to be terminated will be entitled, upon request, to a meeting with the Superintendent or his/her representative.
4. Teachers will have the right upon request in writing reasonably in advance to review the contents of their personnel file and to make copies of any documents in it. This right will be limited to the file as it relates to the teacher's services in the district and will not extend to privileged or confidential matter.
5. No material which may be considered derogatory to a teacher's conduct, service, character or personality will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature on the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his/her answer will be reviewed by the Superintendent and affixed to the file copy.
6. Notwithstanding the Stipulation of Settlement dated January 14, 1998 - American Arbitration Association Case No: 13 390 00912 97 - to the contrary, both formal and informal observations of teacher performance will be both announced and unannounced, in the discretion of the building principal.

7. Appeals - The §3012-c (APPR) appeal procedure will constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher's performance review and/or improvement plan. Effective February 6, 2019, the preceding sentence will be deleted. Effective February 6, 2019, the APPR appeal process, pursuant to Education Law §§ 3012-c and d will constitute the exclusive means for initiating, reviewing and resolving any and all challenges and appeals related to a teacher's performance review and/or improvement plan. A teacher may not resort to any other contractual grievance procedures for the resolution of challenges and appeals related to an Annual Professional Performance Review and/or improvement plan except as otherwise authorized by law. The results of the appeal process are final and are not subject to the grievance procedure of the collective bargaining agreement, except to enforce violations of the procedural aspects of the APPR process as set forth herein. The decision of the committee, including that of the Superintendent, is not reviewable in any other forum except in the event the appellant is ultimately subject to a §3020-a hearing, as deemed relevant by that hearing officer.

#### **XVII. LEAVES**

1. Teachers will receive ten (10) days sick leave per year, cumulative to two hundred (200) days.
2. Teachers will be provided with a written annual statement of accumulated sick leave. This will be made available at the beginning of school in September. Any question regarding the accuracy thereof will be subject to review at the request of the teacher.
3. A teacher who suffers a personal injury in the performance of his/her assigned duties as a teacher and is absent as a result thereof, will be paid up to the extent of his/her accumulated sick leave for such absent days if necessary. Upon his/her return, his/her sick day bank will not be reduced. A teacher who is assaulted or suffers an injury as a result of the tortuous conduct of another, while on duty and is absent as a result thereof will be paid up to the extent of his/her accumulated sick leave or 180 days whichever is longer if necessary. Upon his/her return his/her sick bank will not be reduced. The Board reserves the right to have the teacher examined by its physician.

4. A maximum absence of two (2) working days per year, will be approved for personal business reasons without salary deductions. Except in cases of emergency when advance notice cannot be given, requests for such absence will be submitted in writing, on forms prepared by the Superintendent, at least five (5) days prior to the absence. Teachers need not specify the exact nature of the use of the personal day if the reason is listed below:

a) Legal Matters: House closing, income tax hearing, adoption proceedings, and court appearance for traffic violation, probating wills, and other personal legal matters.

b) Family or Personal Obligations: Graduation of teacher or spouse, graduation of child, emergency hospital registration of immediate family, and honors and awards ceremonies involving teacher, his/her spouse or child.

The teacher requesting approval of personal day may list "Personal Business" (a) or (b) as the reason for the absence providing that the personal business as listed above is one of the approved reasons for such absence. If the reason is not listed above, the teacher is to state the specific reason for review by the Building Principal and the Superintendent. Final approval or disapproval of a personal day request not listed above rests with the Superintendent.

Personal days, except for good cause shown, may not be taken just before or immediately following a weekend, holiday, or regularly scheduled vacation period.

Unused personal days will not accumulate as personal days but will be added to sick day accumulation. Such sick day accumulation will not exceed the limits prescribed in paragraph 1 above.

Unused personal days, in the last year of service, prior to retirement, will be paid in the same manner as unused accumulated sick leave.

5. Military leave will be granted as provided by law. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of his/her absence up to a

maximum of four (4) years. Except as otherwise provided by law, such teacher will be required to return to the district within one (1) year after termination of his/her military service in order to receive such salary schedule placement.

6.
  - a) Teachers may be granted a child birth leave or adoption leave in the case of pre-school children, not to exceed two (2) years upon the approval of the Board of Education, plus the amount of time necessary so that the terminal date of leave will be as of the opening of school in September of the following year. All requests for leave must be in writing and addressed to the Superintendent.
  - b) Leave is granted by the Board of Education without pay.
  - c) Wherever possible, a teacher intending to apply for an adoption leave will inform the Superintendent of that fact at least three months before adoption is to occur.
  - d) The foregoing Child Birth Leave provisions will be deemed changed, if necessary, to conform with final court determination and other applicable law.
7. At the discretion of the Board, a teacher whose personal illness extends beyond the period of accumulated sick leave may be granted a leave of absence thereafter without pay up to a maximum of one (1) year.
8. A teacher who returns from a leave of absence will be placed on at least the same level of the salary schedule he/she was on when the leave commenced, except that a teacher having served at least five (5) months in the school year in which the leave commenced, will be placed on the next higher level of the salary schedule.
  - a) A personal leave of absence without pay may be granted to any tenured teacher elected to Statewide or national office.
9. All requests for leave or extension or renewals of leaves will be applied for and granted in writing.

10. A teacher on leave of absence for a school year or more will notify the Superintendent by registered mail as to his/her intention to return to service at least five (5) months prior to the expiration date of such leave. If the Superintendent has not received timely notice, he/she will send a registered letter of inquiry to the teacher at an address provided for such purpose. Failure to notify the Superintendent within a month of such inquiry, will be assumed to constitute a resignation.
11. Sabbatical leave may be granted after seven (7) full years of service in the District. The salary will be either one full year at half pay or one half year at full pay. The Board of Education may grant such leave for the purpose of travel, health or study, and not more than 1% of the faculty may receive such leave in any one school year. Applications for leave will be submitted on or before January 1st preceding the year of absence and preference will generally be granted by seniority. Notification of the granting of a sabbatical leave will be made by the Board in writing by April 20. A teacher on sabbatical leave will receive pay based on his/her normal consecutive step on the salary schedule and will advance in consecutive order upon his/her return.

The following conditions will govern the awarding of a sabbatical leave:

- a) Only one teacher at a time from each department may be eligible for sabbatical leave.
- b) A teacher may not be gainfully employed during the specified leave of absence.
- c) Return to regular employment before the expiration of the leave will be at the discretion of the Board of Education.
- d) A teacher will be morally obligated to teach in the District at least two (2) years after the termination of leave.
- e) Granting of sabbatical leaves will be at the discretion of the Board of Education.



Present sabbatical leave policy as defined in this section will apply to teachers covered by this agreement.

12. (a) A bereavement leave of up to and including five(5) school days will be afforded for death in the immediate family: Mother, father, sister, brother, husband, wife, child, mother-in-law, father-in-law or grandchildren.

(b) A bereavement leave of up to and including two (2) school days will be afforded for death of maternal and paternal grand-parents, uncle, aunt, brother-in-law, sister-in-law, niece or nephew.

13. Any teacher who submits to the Superintendent of Schools before April 15 of any school year a written statement of retirement under the New York State Teachers' Retirement System to take effect at the end of June of that school year will be eligible for payment of his/her unused sick leave. This payment will be included in the last salary voucher. For teachers who retire other than at the end of the year ten (10) weeks written notice in advance is similarly required. The deadline date will be April 15th.

The accumulated sick leave payment will be to a maximum of 200 days at the rate of:

1-50 days	\$50 per day
51-100 days	\$60 per day
101-150 days	\$70 per day
151-200 days	\$80 per day

Effective February 6, 2019, the accumulated sick leave payment will be to a maximum of 200 days at the rate of:

1-50 days	\$75 per day
51-100 days	\$85 per day
101-150 days	\$95 per day
151-200 days	\$105 per day

In the event retirement for any reason does not become effective, the sum advanced will be returned to the district.

14. A tenured teacher who has been absent from work due to a medically certifiable long term or prolonged illness or injury resulting in disability and who has exhausted his/her own sick leave accumulation which must have totaled a minimum of twenty-five (25) days, may be eligible to draw up to a maximum of two hundred (200) days from a sick leave bank established by voluntary contributions from other teachers under the following procedures, in accordance with ATA sick bank policy.

a) A teacher will submit an application together with a written report from his/her physician.

b) The application and report must be approved by the school district physician. Periodic verification of continuation of illness or disability may be requested by the Board from the teacher or his/her physician.

c) Payment of such sick leave may take into account any benefits received by a teacher from Worker's Compensation Board.

d) Payment of such sick leave will not be made during the months of July and August.

e) Contributions to the sick leave bank will be voluntary and will not exceed one day per year per teacher. The maximum number of bank days contributed in any one year will not exceed two hundred (200) days. Any days unused in any given year will be permitted to remain in the bank but any contribution by teachers in a subsequent year will be limited to the difference in the number of days necessary to make a total of two hundred (200) days for that year.

f) The sick leave bank will be administered by the Association and the resolution of any disputes as to the allocation of bank days to eligible teachers will be the responsibility of the Association. The Board will have no responsibility nor obligations with respect to the administration of the sick leave bank nor to the manner of allocation of days to eligible teachers.

**XVIII. INSURANCE AND OTHER BENEFITS**

1. The health insurance district contribution rate will continue at 90% based upon the Empire Plan (core plus enhanced) for an individual and for a family (individual and dependent) of a participating employee.

A. For all employees hired to a position in this Unit effective September 1, 1994 and prior to February 6, 2019, the District contribution rate for health insurance will be at 80% for the first three years of employment in a position in this unit. Thereafter, the District contribution rate will be 90% and then will change as set forth below:

Effective retroactive to July 1, 2018: 88%

Effective July 1, 2019: 87%

Effective July 1, 2020: 86%

B. For all employees hired to a position in this Unit on or after February 6, 2019, the District's contribution rate will be 80%.

2. Employees receiving Health Insurance benefits from the District as of August 27, 1991, will be entitled to withdraw from the District's Health Insurance plan upon the following conditions. Employees not receiving Health Insurance benefits from the District as of August 27, 1991, will not be eligible to withdraw without the consent of the District until one year after the date that Health Insurance coverage commences.

- a) withdrawals will be on a voluntary basis;
- b) withdrawals will be pursuant to the rules of the District's health insurance provider
- c) withdrawals will be effective on July 1 of any given school year
- d) upon withdrawal from coverage, employees will be entitled to a sum equal to 50% of the District's contribution to the health insurance premium each year. Effective January 1, 2019, notwithstanding the preceding

sentence, upon withdrawal from coverage, the sum to which employees will be entitled will not exceed \$5,481 per health insurance premium year for withdrawing from individual coverage or \$12,300 per health insurance premium year for withdrawing from family coverage. In addition, for employees who are hired to a position in this Unit on or after February 6, 2019, or for employees who first withdraw from District-provided health insurance coverage on or after February 6, 2019, the sum to which they will be entitled will not exceed \$3,500 per health insurance premium year for withdrawing from individual coverage or \$7,000 per health insurance premium year for withdrawing from family coverage.

e) employees who have withdrawn from participation in the District's health insurance plan pursuant to this paragraph may re-enter the plan under the following conditions:

1. re-entry will be pursuant to the rules of the District's provider
2. re-entry will be effective the following July 1 unless the employee can prove to the satisfaction of the District that he/she has suffered a loss of health insurance coverage
3. an employee who has re-entered pursuant to this paragraph may not again relinquish coverage until the expiration of at least one (1) year after the July 1 next succeeding the date of re-entry

Unit members remain eligible for the buy back if covered by insurance provided by other than Amityville Union Free School District and from a carrier other than that provided by NYSHIP.

3. The District will participate in a Flexible Benefits Plan approved in accordance with Section 125 of the Internal Revenue Code.

4. The Board will continue a tax sheltered annuity program and at least five carriers will be designated for that purpose.
5. The Board will provide a \$20,000.00 Group Term Life Insurance, with additional indemnity for accidental death benefit, the cost of which is to be borne 85% by the school district and 15% by the individual teacher. The foregoing to be effective upon the effective date of such policies. It is understood that the availability of this policy is conditioned on insurance companies' usual requirement that at least 75% of those eligible will purchase the coverage.
6. The Board will provide either U. S. Savings Bond deduction or Auto Insurance deduction either of which will be subject to the mandate of any other deduction which would require the use of an additional register on the computer in which event the deduction so selected will be eliminated.

The Board will deduct from each paycheck, the amount requested by a teacher for deposit to the Teachers' Federal Credit Union account, and said deductions will be delivered to the said credit union promptly by the Board.

7. The Board agrees to provide payment toward employee group dental insurance providing individual and family benefits for covered employees in the amount of \$300.00 per teacher. Any premiums required whether for individual or family benefits in excess of the amount allocated by the Board of Education will be paid for by the individual employees through payroll deductions.

Such plan will be implemented as soon as practicable. Insurance carrier and the plan will be determined by the Board of Education after consultation with the Association. Such plan will be administered by the Board.

8. Effective from the effective date of the policy the Board will contribute the sum of \$15,000.00 per annum toward the cost of a long term disability plan. The said sum will be allocated on a pro-rata basis among eligible employees. Such plan will be implemented as soon as practicable. Insurance carrier and plan will be

determined by Board of Education after consultation with the Association. Such plan will be administered by the Board.

9. The Board agrees to implement an early retirement incentive plan under the following conditions:
  - a) To be eligible, a teacher must be a full-time tenured employee of the district, and have completed 15 or more years of service in Amityville and otherwise be eligible to retire under the New York State Teachers' Retirement System without penalty exclusive of disability retirement.
  - b) In the first year of eligibility, teachers will receive \$15,000.00. Should a teacher not retire in the first year of eligibility, such teacher will receive \$10,000.00 in the second year of eligibility. Effective July 1, 2020, the preceding sentence will be deleted and no longer in effect. Early retirement incentive will not thereafter be available.
  - c) The teacher must give notification of intention to retire at the conclusion of the first or second (effective July 1, 2020 "or second" will be deleted and no longer in effect) school year of eligibility and that notification must be received by the Superintendent of Schools in writing by March 1st of the year prior to retirement. Once approved by the Board, it may not be withdrawn.
  - d) The foregoing is not retroactive and not applicable to any teacher who has previously retired.
10. Legal Plan. The district will contribute \$26.00 per teacher for each of the contract years for a legal plan.

#### **XIX. GENERAL**

1. The Association President will be furnished with a copy of the school district personnel policies and of any changes in or amendments thereto.
2. Upon the written approval of the Superintendent in each instance, teachers may visit other schools or attend conferences of an educational nature.

3. The Association will be afforded fourteen (14) business days for its representatives to attend conferences or conventions upon reasonable notice. The cost of substitutes for the first seven (7) days will be borne by the Board. The Association will pay the cost of substitutes for the remaining seven (7) days.
4. No teacher will suffer any professional disadvantage by reason of his/her membership or non-membership in the Association.
5. Copies of this agreement will be reproduced by the Board and a copy furnished to each teacher.
6. The parties recognize that this agreement has been entered into pursuant to the Public Employees Fair Employment Act. If any provision of this agreement or any application of the agreement to any employee or group of employees will be found contrary to law, then such provision or application will not be deemed to be valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
7. The Association and the Board recognize that strikes and other forms of work stoppages by teachers are contrary to law and public policy. The Association and Board subscribe to the principle that differences will be resolved by peaceful and appropriate means without interruption to the school program. The Association therefore agrees that there will be no strikes, work stoppages, or other concerted refusal to perform work, by the employees covered by this agreement, nor any instigation thereof.
8. 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, will not become effective until the appropriate legislative body has given approval.
9. This agreement will commence July 1, 2018 and be effective through June 30, 2023. The parties agree that all negotiable items have been discussed during the negotiations leading to this agreement and therefore agree that negotiations have not been reopened on any item whether contained herein or not during the life of this agreement.

- a) This agreement may not be changed orally and may only be changed by a writing signed by both parties.
- b) Should any part of this Agreement or any provision contained in it be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by a court of competent jurisdiction, any invalidation of a part or provision of this Agreement will not invalidate the remaining portions of this Agreement, and they will remain in full force and effect.

AMITYVILLE BOARD OF EDUCATION

by \_\_\_\_\_  
DR. TERRY FULTON, President

AMITYVILLE TEACHERS' ASSOCIATION

by \_\_\_\_\_  
NAKIA WOLFE, President

GGDOCS-767684253-551



**AMITYVILLE UFSD**

Earning Schedule Report For 07/01/2020 - 06/30/2021



Salary Schedule ID: 366

Schedule Type: Contractual

Salary Schedule Name: TEACHERS CONTRACT 20/21 - 30 STEP ACTUAL

Bargaining Unit: Teach

Step	01 A BA	02 B +15	03 C +30	04 D MAS	05 E +15	06 F +30	07 G +45	08 H +60	09 I PHD
1.00	49,985.00	53,045.00	56,106.00	58,656.00	61,206.00	63,756.00	66,307.00	69,367.00	71,917.00
2.00	52,280.00	55,340.00	58,401.00	60,951.00	63,501.00	66,051.00	68,602.00	71,662.00	74,212.00
3.00	54,575.00	57,636.00	60,696.00	63,246.00	65,796.00	68,347.00	70,897.00	73,957.00	76,508.00
4.00	56,922.00	59,982.00	63,042.00	65,592.00	68,143.00	70,693.00	73,243.00	76,303.00	78,854.00
5.00	59,268.00	62,328.00	65,388.00	67,939.00	70,489.00	73,039.00	75,589.00	78,650.00	81,200.00
6.00	61,614.00	64,674.00	67,735.00	70,285.00	72,835.00	75,385.00	77,936.00	80,996.00	83,546.00
7.00	63,909.00	66,970.00	70,030.00	72,580.00	75,130.00	77,681.00	80,231.00	83,291.00	85,841.00
8.00	66,307.00	69,367.00	72,427.00	74,977.00	77,528.00	80,078.00	82,628.00	85,688.00	88,239.00
9.00	68,551.00	71,611.00	74,671.00	77,222.00	79,772.00	82,322.00	84,872.00	87,933.00	90,483.00
10.00	70,897.00	73,957.00	77,018.00	79,568.00	82,118.00	84,668.00	87,219.00	90,279.00	92,829.00
11.00	73,243.00	76,303.00	79,364.00	81,914.00	84,464.00	87,015.00	89,565.00	92,625.00	95,175.00
12.00	75,589.00	78,650.00	81,710.00	84,260.00	86,811.00	89,361.00	91,911.00	94,971.00	97,522.00
13.00	77,956.00	81,016.00	84,077.00	86,627.00	89,177.00	91,727.00	94,278.00	97,338.00	99,888.00
14.00	79,976.00	83,036.00	86,096.00	88,647.00	91,197.00	93,747.00	96,297.00	99,358.00	101,908.00
15.00	82,628.00	85,688.00	88,749.00	91,299.00	93,849.00	96,399.00	98,950.00	102,010.00	104,560.00
16.00		87,984.00	91,044.00	93,594.00	96,144.00	98,695.00	101,245.00	104,305.00	106,855.00
17.00		89,004.00	92,064.00	94,614.00	97,165.00	99,715.00	102,265.00	105,325.00	107,876.00
18.00			93,084.00	95,634.00	98,185.00	100,735.00	103,285.00	106,345.00	108,896.00
19.00			95,379.00	97,930.00	100,480.00	103,030.00	105,580.00	108,641.00	111,191.00
20.00			96,399.00	98,950.00	101,500.00	104,050.00	106,600.00	109,661.00	112,211.00
21.00			98,134.00	100,684.00	103,234.00	105,784.00	108,335.00	111,395.00	113,945.00
22.00			99,154.00	101,704.00	104,254.00	106,804.00	109,355.00	112,415.00	114,965.00
23.00			100,990.00	103,540.00	106,090.00	108,641.00	111,191.00	114,251.00	116,801.00
24.00			103,030.00	105,580.00	108,131.00	110,681.00	113,231.00	116,291.00	118,842.00
25.00			105,070.00	107,621.00	110,171.00	112,721.00	115,271.00	118,332.00	120,882.00
26.00			107,111.00	109,661.00	112,211.00	114,761.00	117,312.00	120,372.00	122,922.00
27.00			109,151.00	111,701.00	114,251.00	116,801.00	119,352.00	122,412.00	124,962.00
28.00			111,191.00	113,741.00	116,291.00	118,842.00	121,392.00	124,452.00	127,002.00
29.00			113,231.00	115,781.00	118,332.00	120,882.00	123,432.00	126,492.00	129,043.00
30.00			115,271.00	117,822.00	120,372.00	122,922.00	125,472.00	128,533.00	131,083.00



**AMITYVILLE UFSD**

Earning Schedule Report For 07/01/2022 - 06/30/2023



Salary Schedule ID: 417

Schedule Type: Contractual

Salary Schedule Name: TEACHERS CONTRACT 22/23 - 30 STEP ACTUAL

Bargaining Unit: Teach

Step	01 A BA	02 B +15	03 C +30	04 D MAS	05 E +15	06 F +30	07 G +45	08 H +60	09 I PHD
1.00	50,864.00	53,977.00	57,092.00	59,687.00	62,282.00	64,876.00	67,472.00	70,586.00	73,181.00
2.00	53,199.00	56,313.00	59,427.00	62,022.00	64,617.00	67,211.00	69,808.00	72,921.00	75,517.00
3.00	55,534.00	58,649.00	61,763.00	64,357.00	66,952.00	69,549.00	72,143.00	75,257.00	77,853.00
4.00	57,922.00	61,036.00	64,150.00	66,745.00	69,341.00	71,935.00	74,530.00	77,644.00	80,239.00
5.00	60,310.00	63,423.00	66,537.00	69,133.00	71,728.00	74,323.00	76,918.00	80,032.00	82,627.00
6.00	62,697.00	65,811.00	68,925.00	71,520.00	74,115.00	76,710.00	79,306.00	82,419.00	85,015.00
7.00	65,032.00	68,147.00	71,261.00	73,855.00	76,450.00	79,047.00	81,641.00	84,755.00	87,350.00
8.00	67,472.00	70,586.00	73,700.00	76,294.00	78,890.00	81,486.00	84,080.00	87,194.00	89,790.00
9.00	69,756.00	72,869.00	75,983.00	78,579.00	81,174.00	83,768.00	86,364.00	89,478.00	92,074.00
10.00	72,143.00	75,257.00	78,372.00	80,967.00	83,561.00	86,156.00	88,752.00	91,866.00	94,460.00
11.00	74,530.00	77,644.00	80,759.00	83,353.00	85,948.00	88,545.00	91,139.00	94,253.00	96,848.00
12.00	76,918.00	80,032.00	83,146.00	85,741.00	88,337.00	90,931.00	93,526.00	96,640.00	99,236.00
13.00	79,326.00	82,440.00	85,555.00	88,150.00	90,744.00	93,339.00	95,935.00	99,049.00	101,643.00
14.00	81,382.00	84,496.00	87,609.00	90,205.00	92,800.00	95,395.00	97,989.00	101,104.00	103,699.00
15.00	84,080.00	87,194.00	90,309.00	92,904.00	95,499.00	98,093.00	100,689.00	103,803.00	106,397.00
16.00		89,530.00	92,644.00	95,239.00	97,834.00	100,429.00	103,024.00	106,138.00	108,733.00
17.00		90,569.00	93,682.00	96,277.00	98,873.00	101,468.00	104,062.00	107,176.00	109,772.00
18.00			94,720.00	97,315.00	99,910.00	102,506.00	105,101.00	108,214.00	110,810.00
19.00			97,055.00	99,651.00	102,246.00	104,841.00	107,436.00	110,551.00	113,145.00
20.00			98,093.00	100,689.00	103,284.00	105,878.00	108,474.00	111,588.00	114,184.00
21.00			99,859.00	102,453.00	105,048.00	107,643.00	110,239.00	113,352.00	115,948.00
22.00			100,897.00	103,492.00	106,086.00	108,681.00	111,277.00	114,391.00	116,985.00
23.00			102,764.00	105,360.00	107,955.00	110,551.00	113,145.00	116,259.00	118,854.00
24.00			104,841.00	107,436.00	110,031.00	112,626.00	115,221.00	118,335.00	120,930.00
25.00			106,917.00	109,512.00	112,107.00	114,702.00	117,297.00	120,411.00	123,007.00
26.00			108,993.00	111,588.00	114,184.00	116,778.00	119,374.00	122,488.00	125,082.00
27.00			111,070.00	113,664.00	116,259.00	118,854.00	121,449.00	124,563.00	127,158.00
28.00			113,145.00	115,740.00	118,335.00	120,930.00	123,525.00	126,639.00	129,235.00
29.00			115,221.00	117,815.00	120,411.00	123,007.00	125,602.00	128,715.00	131,311.00
30.00			117,297.00	119,893.00	122,488.00	125,082.00	127,677.00	130,792.00	133,387.00

2020 - 2021																
	Varsity	Varsity Assistant	Junior Varsity	JV Assistant	Middle School	MS Assistant										
<b>Tier 1</b>	7,613	6,852	6,344	5,583	5,075	4,568										
Football																
<b>Tier 2</b>	7,105	6,344	5,837	5,075	4,568	4,060										
Baseball																
Basketball																
Cheerleading (competitive)																
Field Hockey																
Lacrosse																
Soccer																
Softball																
Track & Field (Indoor)																
Track & Field (Outdoor)																
Volleyball																
Wrestling																
<b>Tier 3</b>	6,090		4,822		4,314											
Badminton																
Bowling																
Cheerleading (Non-Competitive)																
Cross Country																
Fencing																
Golf																
Gymnastics																
Handball																
Swimming																
Tennis																
<b>Tier 3</b>	4,060	3,299														
Unified Sports																
Special Olympics																
Inclusion of sports on the abovelist does not guarantee that the sport will be run by the district. These rates are to be utilized only in the event that the district establishes the team.																

2021-2022												
	Varsity	Varsity Assistant	Junior Varsity	JV Assistant	Middle School	MS Assistant						
<b>Tier 1</b>	7,670	6,903	6,392	5,625	5,113	4,602						
Football												
<b>Tier 2</b>	7,158	6,392	5,881	5,113	4,602	4,090						
Baseball												
Basketball												
Cheerleading (competitive)												
Field Hockey												
Lacrosse												
Soccer												
Softball												
Track & Field (Indoor)												
Track & Field (Outdoor)												
Volleyball												
Wrestling												
<b>Tier 3</b>	6,136		4,858		4,346							
Badminton												
Bowling												
Cheerleading (Non-Competitive)												
Cross Country												
Fencing												
Golf												
Gymnastics												
Handball												
Swimming												
Tennis												
<b>Tier 3</b>	4,090	3,324										
Unified Sports												
Special Olympics												
Inclusion of sports on the abovelist does not guarantee that the sport will be run by the district. These rates are to be utilized only in the event that the district establishes the team.												

2022-2023													
	Varsity	Varsity Assistant	Junior Varsity	JV Assistant	Middle School	MS Assistant							
<b>Tier 1</b>	7,747	6,972	6,456	5,681	5,164	4,648							
Football													
<b>Tier 2</b>	7,230	6,456	5,940	5,164	4,648	4,131							
Baseball													
Basketball													
Cheerleading (competitive)													
Field Hockey													
Lacrosse													
Soccer													
Softball													
Track & Field (Indoor)													
Track & Field (Outdoor)													
Volleyball													
Wrestling													
<b>Tier 3</b>	6,197		4,907		4,389								
Badminton													
Bowling													
Cheerleading (Non-Competitive)													
Cross Country													
Fencing													
Golf													
Gymnastics													
Handball													
Swimming													
Tennis													
<b>Tier 3</b>	4,131	3,357											
Unified Sports													
Special Olympics													
Inclusion of sports on the abovelist does not guarantee that the sport will be run by the district. These rates are to be utilized only in the event that the district establishes the team.													

	18-19	19-20	20-21	21-22	22-23					
<b>Jr. High:</b> Boys Intramurals (F,W, S) High School: Boys Intramurals (F,S)										
<b>Jr. High:</b> Girls Gymnastics (2)	\$ 1,496	\$ 1,507	\$ 1,518	\$ 1,529	\$ 1,545					
<b>High School:</b> Girls Intramurals Fall (2) Winter (2), Spring (2)										
<b>Jr. High:</b> Girls Intramurals Fall (2) Winter (2), Spring (2)	\$ 1,381	\$ 1,391	\$ 1,518	\$ 1,529	\$ 1,545					
<b>Elementary:</b> Girls & Intramurals Fall (2) Winter (2), Spring (2)	\$ 627	\$ 632	\$ 1,197	\$ 1,206	\$ 1,218					
<b>High School Coordinator of Athletic Events</b>	\$ 1,937	\$ 1,952	\$ 1,967	\$ 1,982	\$ 2,006					
<b>Jr. High Coordinator of Athletic Events</b>	\$ 1,408	\$ 1,419	\$ 1,430	\$ 1,441	\$ 1,455					
<b>COACHES SHALL RECEIVE ADDITIONAL COMPENSATION FOR GAMES BEYOND THE REGULAR SEASON AS FOLLOWS:</b>										
<b>Varsity</b>										
Coaches and Cheerleaders Game or Meet	\$ 79.27	\$ 79.86	\$ 80.46	\$ 81.06	\$ 81.87					
Practice	\$ 39.63	\$ 39.93	\$ 40.23	\$ 40.53	\$ 40.94					
<b>Jr. Varsity</b>										
Coaches and Cheerleaders Game or Meet	\$ 55.50	\$ 55.91	\$ 56.33	\$ 56.75	\$ 57.32					
Practice	\$ 23.79	\$ 23.97	\$ 24.15	\$ 24.33	\$ 24.57					
<p>Coaches - Coaches shall be entitled to move to Step II of the salary schedule for athletics in their second consecutive year of employment within the position. Coaches shall receive credit for the purpose of employment within the position. Coaches shall receive credit for the purpose of movement on the athletic schedule for service in the same position in the same sport in another season (for example, winter and spring track.</p> <p>No employee shall be precluded from applying for or being appointed to more than one (1) extra-curriculum assignment, subject to Board approval. Further, all extra-curricular positions are single positions and cannot be "split" in assignment or compensation between individuals, except as agreed to in writing between the District and the Association.</p>										

**ATA Contract - Amityville Union Free School District**  
**Schedule C - Co-Curricular Salary Schedules**  
**2018 - 2023**  
**High School**

Activity	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	Salary 5% Increase	Salary .75% Increase	Salary .75% Increase	Salary .75% Increase	Salary .1 % Increase
Art Club - Adj. 11/14/07	\$ 1,115	\$ 1,123	\$ 1,131	\$ 1,139	\$ 1,151
Art National Honor Society	\$ 1,948	\$ 1,963	\$ 1,977	\$ 1,992	\$ 2,012
Assistant Dramatics	\$ 1,878	\$ 1,892	\$ 1,906	\$ 1,920	\$ 1,939
Astronomy Club - Abolished 11/14/07	\$ -	\$ -	\$ -	\$ -	\$ -
AV	\$ 2,787	\$ 2,808	\$ 2,829	\$ 2,850	\$ 2,879
Band Director - Includes Newsday participation	\$ -	\$ -	\$ -	\$ -	\$ -
Community Events and Summer Hours	\$ 5,000	\$ 5,038	\$ 5,076	\$ 5,114	\$ 5,165
Boys to Men	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
Business Honor Society - created 3/19/08	\$ 1,948	\$ 1,963	\$ 1,977	\$ 1,992	\$ 2,012
Central Treasurer**	\$ 2,383	\$ 2,401	\$ 2,419	\$ 2,437	\$ 2,461
Chamber Orchestra	\$ 639	\$ 644	\$ 649	\$ 654	\$ 660
Choir - Include NEWSDAY participation	\$ 1,245	\$ 1,254	\$ 1,264	\$ 1,273	\$ 1,286
Class Advisor - Freshman	\$ 2,093	\$ 2,109	\$ 2,125	\$ 2,141	\$ 2,162
Class Advisor - Junior	\$ 2,835	\$ 2,856	\$ 2,877	\$ 2,899	\$ 2,928
Class Advisor - Senior	\$ 3,219	\$ 3,243	\$ 3,267	\$ 3,292	\$ 3,324
Class Advisor - Sophomore	\$ 2,448	\$ 2,466	\$ 2,484	\$ 2,503	\$ 2,528
Dramatics	\$ 4,463	\$ 4,496	\$ 4,530	\$ 4,564	\$ 4,610
ECHO	\$ 4,057	\$ 4,088	\$ 4,119	\$ 4,150	\$ 4,191
Fashion Design/FHA	\$ -	\$ -	\$ -	\$ -	\$ -
FBLA Bookstore - abolished 12/31/08	\$ -	\$ -	\$ -	\$ -	\$ -
Future Business Leaders	\$ 854	\$ 860	\$ 867	\$ 874	\$ 882
Gaming Club - created 11/14/07	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
Human Relations/AFS - Adj. 11/14/07	\$ 235	\$ 237	\$ 239	\$ 241	\$ 243
Interact Club	\$ 3,473	\$ 3,499	\$ 3,525	\$ 3,551	\$ 3,587
Interact Club Assistant	\$ 1,745	\$ 1,758	\$ 1,771	\$ 1,784	\$ 1,802
Jazz Band Advisor - created 2/28/08	\$ 3,815	\$ 3,843	\$ 3,872	\$ 3,901	\$ 3,940
Key Club	\$ 1,626	\$ 1,638	\$ 1,650	\$ 1,662	\$ 1,679
Kick Line Club - created 11/14/07	\$ 5,870	\$ 5,914	\$ 5,958	\$ 6,003	\$ 6,063
Literary Magazine	\$ 3,055	\$ 3,078	\$ 3,101	\$ 3,124	\$ 3,156
Math Club	\$ 1,072	\$ 1,080	\$ 1,088	\$ 1,096	\$ 1,107
MOOT COURT	\$ 7,202	\$ 7,256	\$ 7,310	\$ 7,365	\$ 7,438
National Honor Society	\$ 1,948	\$ 1,963	\$ 1,977	\$ 1,992	\$ 2,012



**ATA Contract - Amityville Union Free School District**  
**Schedule C - Co-Curricular Salary Schedules**  
**2018 - 2023**  
**High School**

Activity	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	Salary 5% Increase	Salary .75% Increase	Salary .75% Increase	Salary .75% Increase	Salary .1% Increase
Photography	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
Pomoja Club - Abolished 11/14/07	\$ -	\$ -	\$ -	\$ -	\$ -
Pride Club	\$ 1,595	\$ 1,607	\$ 1,619	\$ 1,631	\$ 1,647
Racquetball	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Robotics Club - created 2/13/08	\$ 3,815	\$ 3,843	\$ 3,872	\$ 3,901	\$ 3,940
SAAD	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
Ski Club	\$ 1,245	\$ 1,254	\$ 1,264	\$ 1,273	\$ 1,286
Stage Advisor	\$ 3,218	\$ 3,242	\$ 3,266	\$ 3,290	\$ 3,323
Student Council	\$ 3,034	\$ 3,057	\$ 3,080	\$ 3,103	\$ 3,134
Tri-M Advisors	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
Warrior	\$ 3,153	\$ 3,177	\$ 3,200	\$ 3,224	\$ 3,256
Weight Lifting Club	\$ 1,220	\$ 1,229	\$ 1,238	\$ 1,247	\$ 1,260
Women of the Future	\$ 839	\$ 845	\$ 851	\$ 857	\$ 866
World Language Society - created 11/14/07	\$ 1,948	\$ 1,963	\$ 1,977	\$ 1,992	\$ 2,012

No employee shall be precluded from applying for or being appointed to more than one (1) extra-curriculum assignment, subject to Board approval. Further, all extra-curricular positions are single positions and cannot be "split" in assignment or compensation between individuals, except as agreed to in writing between the District and the Association.

\*\* The Central treasurer position must be offered the first instance to a bargaining unit member

**ATA Contract - Amityville Union Free School District  
Schedule C - Co-Curricular Salary Schedules  
2018 - 2023  
Middle School**

Activity	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	Salary 5% Increase	Salary .75% Increase	Salary .75% Increase	Salary .75% Increase	Salary .1% Increase
Art Club	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
AV	\$ 2,801	\$ 2,822	\$ 2,843	\$ 2,864	\$ 2,893
Band Director - Includes Newsday participation	\$ 2,845	\$ 2,867	\$ 2,888	\$ 2,910	\$ 2,939
Book Store	\$ 1,853	\$ 1,867	\$ 1,881	\$ 1,895	\$ 1,914
Central Treasurer**	\$ 2,383	\$ 2,401	\$ 2,419	\$ 2,437	\$ 2,461
Chess Club	\$ 653	\$ 658	\$ 663	\$ 668	\$ 675
Choir - Include NEWSDAY participation	\$ 653	\$ 658	\$ 663	\$ 668	\$ 675
Creative Writing	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Drama Club	\$ 1,846	\$ 1,860	\$ 1,874	\$ 1,888	\$ 1,907
Early Act Club	\$ 1,019	\$ 1,027	\$ 1,034	\$ 1,042	\$ 1,052
French Club	\$ 1,243	\$ 1,252	\$ 1,262	\$ 1,271	\$ 1,284
Home and Careers Cub (Chefs Club)	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Honor Society	\$ 1,846	\$ 1,860	\$ 1,874	\$ 1,888	\$ 1,907
Human Relations	\$ 1,427	\$ 1,438	\$ 1,449	\$ 1,460	\$ 1,474
Industrial Arts	\$ 1,427	\$ 1,438	\$ 1,449	\$ 1,460	\$ 1,474
K-Builders	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Math 6 Olympiad (Math 6 Club)	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Math Team	\$ 1,626	\$ 1,638	\$ 1,650	\$ 1,662	\$ 1,679
Milestones M/S Journal	\$ 3,056	\$ 3,079	\$ 3,102	\$ 3,125	\$ 3,157
National Junior Art Honor Society	\$ 822	\$ 828	\$ 834	\$ 840	\$ 849
Orchestra (Chamber)	\$ 653	\$ 658	\$ 663	\$ 668	\$ 675
Outdoor Club	\$ 1,626	\$ 1,638	\$ 1,650	\$ 1,662	\$ 1,679
Photography Club	\$ 1,480	\$ 1,492	\$ 1,503	\$ 1,514	\$ 1,529
Science Research (2 positions)	\$ 2,781	\$ 2,801	\$ 2,822	\$ 2,843	\$ 2,872
Science Society	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Scrabble Club	\$ 641	\$ 645	\$ 650	\$ 655	\$ 661
Ski Club	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Spanish Club	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Special Purpose	\$ 426	\$ 430	\$ 433	\$ 436	\$ 441
STEP added 6/07	\$ 1,041	\$ 1,049	\$ 1,057	\$ 1,065	\$ 1,076
Student Council	\$ 1,626	\$ 1,638	\$ 1,650	\$ 1,662	\$ 1,679
Tri-M Advisor	\$ 1,427	\$ 1,438	\$ 1,449	\$ 1,460	\$ 1,474
Yearbook	\$ 3,401	\$ 3,427	\$ 3,452	\$ 3,478	\$ 3,513

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**ATA Contract - Amityville Union Free School District  
Schedule C - Co-Curricular Salary Schedules  
2018 - 2023  
Park Avenue**

Activity	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Salary	5% Increase	Salary	.75% Increase	Salary	.75% Increase	Salary	.75% Increase	Salary	.1% Increase
Book Talk	\$	837	\$	843	\$	849	\$	855	\$	864
Current Events	\$	837	\$	843	\$	849	\$	855	\$	864
Dance Club	\$	837	\$	843	\$	849	\$	855	\$	864
Home Economics	\$	837	\$	843	\$	849	\$	855	\$	864
Puppets & Folktales around the World Club	\$	837	\$	843	\$	849	\$	855	\$	864
Runner club	\$	837	\$	843	\$	849	\$	855	\$	864
Scrabble Club	\$	837	\$	843	\$	849	\$	855	\$	864
Scrapbooking	\$	837	\$	843	\$	849	\$	855	\$	864
Soccer Club	\$	837	\$	843	\$	849	\$	855	\$	864
Student Council	\$	837	\$	843	\$	849	\$	855	\$	864
Talent Show	\$	837	\$	843	\$	849	\$	855	\$	864

No employee shall be precluded from applying for or being appointed to more than one (1) extra-curriculum assignment, subject to Board approval. Further, all extra-curricular positions are single positions and cannot be "split" in assignment or compensation between individuals, except as agreed to in writing between the District and the Association.

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**ATA Contract - Amityville Union Free School District  
 Schedule C - Co-Curricular Salary Schedules  
 2018 - 2023**

Activity	District Wide				
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
	Salary 5% Increase	Salary .75% Increase	Salary .75% Increase	Salary .75% Increase	Salary .1% Increase
Curriculum Advisor Council - Co-Chair (hourly)	56.74	57.17	57.6	58.03	58.61
Curriculum Advisor Council - Teacher Members (hourly)	56.74	57.17	57.6	58.03	58.61

No employee shall be precluded from applying for or being appointed to more than one (1) extra-curriculum assignment, subject to Board approval. Further, all extra-curricular positions are single positions and cannot be "split" in assignment or compensation between individuals, except as agreed to in writing between the District and the Association.

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