



WEST ISLIP PUBLIC SCHOOLS

West Islip, New York 11795

NEGOTIATED AGREEMENT

FROM JULY 1, 2023 to JUNE 30, 2027

BETWEEN

The Board of Education of the West Islip Public Schools

AND

THE WEST ISLIP TEACHERS' ASSOCIATION

BOARD OF EDUCATION
West Islip Union Free School District

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WEST ISLIP TEACHERS' ASSOCIATION**

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PREAMBLE

In order to effectuate the provision of Chapter 392 of the Laws of 1967 as amended (the Public Employee's Fair Employment Act), to encourage and increase effective and harmonious working relationships between the West Islip Board of Education (hereinafter referred to as the Board) and its professional employees represented by the West Islip Teachers' Association (hereinafter referred to as the Association or WITA), and to enable the professional employees more fully to participate in and contribute to the development of policies for the school district so that the cause of public education may best be served in West Islip U.F.S.D.

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

THIS AGREEMENT IS entered into May 22, 2023 and is effective July 1, 2023 by and between the Board and the Association, and shall continue in full force, and remain in effect until its termination date, June 30, 2027.

Signed by:



Dr. Paul Romanelli

Superintendent of Schools



Mr. Joseph Dixon

President West Islip Teachers' Association

ARTICLE I RECOGNITION

Whereas, the Board has heretofore duly defined the community of interest areas of the school district employees, and

Whereas, conferences have been held with the representatives of the Association and the membership of such organization has been considered and proof thereof received certifying that a majority of the employees are members of the Association and recognition shall be for a maximum period permissible by law, and

Whereas, the Association has made a formal request for recognition and has affirmed that it shall not assert the right to strike against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike, now therefore be it

RESOLVED: That relying on evidence submitted by the Association as to its current dues-paying members, the Board of Education of West Islip Union Free School District, hereby confirms that in accordance with Section 208C of the Civil Service Law, it has recognized the Association as exclusive representative of the teaching personnel of said school district for the purpose of collective negotiation, except all Principals, Assistant Principals, Coordinators, Directors, Supervisors, per diem substitutes and all other full-time Administrative Personnel for the period ending June 30, 2027.

It is further agreed that not later than February 15th prior to the termination of this agreement, the parties will commence good faith negotiation over a successor agreement covering the following school year.

ARTICLE II DUES DEDUCTION POLICY

A. The District agrees to deduct from the salaries of its employees dues for the Association, the state and national organizations or any one or any combination of such organizations as said teachers individually and voluntarily authorize the District to deduct, and to transmit the monies promptly to the Association. Teacher authorizations shall be in writing in the form agreed upon.

B. Any association which shall change the rate of its membership dues shall give the District thirty (30) days written notice prior to the effective date of such change.

C. Deductions shall be made in the following manner: The total annual membership dues for the designated professional associations shall be deducted in one (1), five (5) or ten (10) equal installments beginning with the last paycheck in September of each year. No later than one (1) week prior to that date the Association shall (1) provide the District with a list of those employees who have voluntarily authorized the District to deduct dues for the designated associations, together with the original signed authorizations, and (2) forward to the respective associations a list of the members who have elected payroll deduction for such association dues.

D. Additional authorizations submitted at least two (2) weeks prior to any regularly scheduled pay date shall be honored and deductions made for the balance of the scheduled deduction period. For example, an authorization submitted to become effective on October 9 would result in the authorized amount being deducted in nine (9) installments instead of ten (10).

E. The District shall, within not more than five (5) business days following each pay period from which a dues deduction is made, transmit the amounts so deducted to each organization for which deductions have been made. The final transmittal of such deductions shall be accompanied by a listing of members for whom deductions have been made and the amount deducted for each. If deductions have been made for only a portion of the deduction period, the listing should show the date of commencement of such deductions.

F. An employee may withdraw his/her dues authorization within the annual drop period by submitting written notice to the District between August 1 and August 31, and the District will implement the withdrawal with the first pay date which occurs at least two (2) weeks thereafter.

G. The Association shall indemnify and save the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the District for the purpose of complying with any of the provisions of this article.

ARTICLE III GRIEVANCE PROCEDURE

A “grievance” is defined as a complaint by a teacher or a group of teachers based upon an event or condition which affect the terms and conditions of employment of a teacher or group of teachers and/or an alleged violation or a variation from the provisions of this agreement or the interpretation or application thereof.

A. PURPOSE

The purpose of this procedure is to secure at the lowest possible administrative level equitable solutions to the problems which may from time to time arise affecting the working conditions of teachers. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this agreement.

B. PROCEDURE

Since it is important that grievances be processed as rapidly as possible, the number of days at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual written agreement. In the event a grievance is filed on or about June 1 which, if left unresolved until the beginning of the

following school year, could result in irreparable harm to a party of interest, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as is practicable.

1. **Level One.** The parties will endeavor to resolve alleged grievances informally prior to submitting the grievance in writing. After an attempt to resolve the grievance informally with the person at the lowest administrative level with the authority to resolve the grievance, the grievance will be discussed by the union president with the Superintendent before the grievance is submitted in writing. However, all unresolved grievances must be submitted in writing within thirty (30) school days of when the grievant knew or should have known of the act or condition on which the grievance is based. The written grievance is brought to the attention of the person at the lowest administrative level with the authority to resolve the grievance provided, however, that said written grievance shall be filed at a supervisory level no lower than principal or relevant area director. The grievant and/or the representative has the opportunity to present and explain the nature of the grievance to the administrator.

The administrator will review the alleged grievance and respond to the grievant and the president of WITA in writing within fifteen (15) school days of receipt of alleged grievance.

2. **Level Two.** If grievance is not satisfactorily resolved at Level 1, WITA may submit grievance to Level 2 within fifteen (15) school days of receipt of Level 1 decision. The grievance is reduced to writing and submitted to the Superintendent of Schools.

The Superintendent will review the alleged grievance and render a written decision within fifteen (15) school days of receipt of Level 2 grievance.

3. **Level Three.**

- a. The Association may submit a grievance to arbitration within fifteen (15) school days of receipt of the Superintendent's Level 2 decision, or in the event that the Superintendent has failed to render such a decision, within fifteen (15) school days after the expiration of his/her time limit to do so.
- b. The District and the Association may agree upon a mutually acceptable arbitrator. If the parties are unable to agree upon an arbitrator, the request for a list of arbitrators shall be made to the American Arbitration Association. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator
- c. The arbitrator so selected will confer with representatives of the District and the Association and hold hearings promptly and will issue his/her decision not later than twenty (20) school days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date that the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasonings and conclusions

on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator to the District and the Association, and subject to the law, shall be final and binding.

The arbitrator shall have no power to alter, add to or detract from the provisions of this Agreement.

- d. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the District and the Association.

C. RIGHTS OF TEACHERS TO REPRESENTATION

1. No reprisals of any kind will be taken by the Board, by any member of the Administration or by the Association against any party in interest or any other participants in the grievance procedure by reason of such participation.
2. Any party in interest may be represented at all stages of the grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a representative of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

D. MISCELLANEOUS

1. If, in the judgment of the Association, a grievance affects a group or class of teachers, the processing of such a grievance shall be commenced at Level Two and the Superintendent or Assistant Superintendent will meet with the aggrieved person(s).
2. Decisions at all levels of the grievance procedure will be in writing setting forth the decision and reason therefore and will be transmitted promptly to all parties in interest.
3. Unless the teacher in question requests otherwise, any documents, communications and records dealing with a grievance will be kept in the strictest confidence and will not be made available to potential employers or others inquiring about said teacher.
4. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations and other necessary documents will be jointly prepared by the Superintendent and the Association and given appropriate distribution so as to facilitate grievance procedure.
5. July and August shall be considered one school day for purposes of this Article.
6. The grievance procedure may not be utilized in the absence of an individual grievant.

ARTICLE IV PRIVATE AND PERSONAL LIFE

The private and personal life of a teacher is not within the appropriate concern or attention of the District except as it may interfere with the teacher's responsibilities to and relationships with students and/or the school system.

ARTICLE V TEACHER EMPLOYMENT

A. 1. Credit of one (1) year will be given for military or Peace Corps, Vista, or National Teaching Corps experience upon initial employment provided certification requirements have been completed prior to entry in the service. Credit beyond the aforementioned one (1) year may be given at the discretion of the Superintendent if, in his/her opinion, the functions performed while in the service warrant it.

 2. All newly employed teachers shall be placed on the proper step of the salary schedule according to their experience and education up to a maximum of one (1) year, except that additional credit may be given at the discretion of the Superintendent when in his/her judgment the best interest of the School District will be served.

B. 1. A teacher who is required to perform military service will receive credit up to the maxima set forth in section A.

 2. If a probationary teacher's performance is deemed deficient in the third year, the Superintendent or Assistant Superintendent shall discuss with the teacher his/her evaluation reports and probable future in the district.

C. It is the intent of the District that no applicant shall be hired who is not eligible for a New York State teaching certificate pursuant to the education law of the State of New York and the regulations of the Commissioner of Education. Under unusual circumstances, this condition may be waived, however, correction of deficiencies will be made a condition of continuing employment.

D. Notification of teachers not being asked to return in September of the following year is to be given by June 1st of that year, at the latest. The District will inform the Association of its intent to eliminate any teaching position prior to teacher notification. This provision may be waived upon written agreement between the Superintendent and Association President.

E. No teacher shall be required to act as an administrative substitute except in cases of emergency.

F. Leave replacements (regular substitutes) shall refer to teachers who were hired for a one (1) year contract terminating on June 30th. Teacher replacements hired for more than ninety-two (92)

days shall be placed properly on the Teacher's Salary Schedule and receive the benefits under this contract prospectively only. These teachers shall be considered for any probationary openings in their area of certification. Seniority shall be a factor in such considerations. Leave replacements are not entitled to the June 1st notification for excessing as referenced in Paragraph D of this Article. Only those who work the full year pursuant to the first sentence will be eligible for step advancement if employed the following year. For the purposes of calculating ninety-two (92) days, the District will not aggregate multiple assignments or school years. A leave replacement teacher who, as a result of working in excess of 92 days is placed on the salary schedule and finishes a school year on the salary schedule and who thereafter returns to the same leave replacement position the following school year shall remain on the salary schedule. The Superintendent may, in his/her discretion, keep a leave replacement teacher whose service as such is temporarily interrupted by the return of the incumbent teacher on the salary schedule upon resuming the leave replacement service. The Superintendent's exercise of discretion is not subject to grievance or other challenge.

ARTICLE VI TEACHING DAY, TEACHING YEAR AND TEACHING LOAD

A. Except as provided in this Article, the starting and dismissal times for students will be established by the District. No change in the present schedule will increase the length of the teacher day.

B. 1. Teachers shall note time of arrival prior to the commencement of their educational duties and responsibilities and time of departure after completion of their educational duties and responsibilities, utilizing a means as determined by the District. Such means shall not involve the use of biometric data. The intent of this paragraph is solely for the purpose of signing into and out of the building each day at the beginning and end of a shift, respectively. The purpose is not to monitor or observe unit members. The District shall not, however, be precluded from utilizing the sign in/sign out information for administrative action or discipline relating to time and or attendance issues, in accordance with applicable law and the collective bargaining agreement, in the event an incident(s) of which a teacher may be a part.

The length of the elementary school teacher (Pre-K-5) day shall be 7 hours and the student day shall be 6 hours and 15 minutes. The before and after student period time shall be 35 minutes and 10 minutes. Changes to the schedules of individual teachers may occur with the mutual consent of the teacher and the building principal. The before student period may be subject to specific staff development activities directed by the building principal. The activities to be performed on any given day during this professional period shall be determined by the building principal from the following list to a maximum of five (5) periods in each two week cycle. During the remaining professional period, the individual teacher shall select specific activities in accordance with said list. The principal shall provide five days advance notice to teachers for assignments pursuant to paragraphs 1, 2 and 3 of the following list. One day notice shall be provided in connection with assignments from paragraphs 4, 5 and 6 of said list.

Authorized Professional Activities

1. Extra-help for students (limited to two days per week and to students in a teacher's

own class). Teachers may volunteer to provide extra help for students who are not in that teacher's own class. If a teacher does not volunteer, the District may only assign a teacher to extra help for students not in that teacher's own class if an agreement to do so is reached between the Superintendent and the WITA President.

2. Professional Meetings (grade level, child study, IST, etc.).
3. Staff Development
4. Parent Contacts
5. Lesson and Curriculum Planning
6. Other activities as mutually agreed upon between the District and WITA.

Special subject teachers who spend a majority of their time in an elementary school, shall be responsible for professional activities pursuant to this paragraph.

Teachers in grades 6-12 in the West Islip School District will work a seven (7) hour day, inclusive of the before and after periods.

The length of the student day, student periods and passing time shall be determined by the District. However, the before and after periods shall continue to be at least 10 minutes.

2. There will be an equitable distribution of all duties among all members of the faculty.

C. The District shall consult with the Association regarding the school calendar for each school year during the previous year. Should the calendar need to be modified during the school year, the District will negotiate such modification with the Association. In the event the District and the Association are unable to reach an agreement on the modification, the District shall be permitted to implement changes without declaring impasse and such changes will not be subject to grievance or other challenge.

The teacher work year obligation is 181 contact days plus three (3) conference days, for a total of 184.

To the extent that snow days are added to the calendar, they shall be in addition to the total days referred to herein. The District shall be authorized to pivot to remote instruction in the event there are more than two (2) days of closure due to weather, provided the State allows the District to treat such days as days of instruction. Should the District pivot to remote: the school day shall not exceed 4.5 hours; the length of such days shall be the same for elementary and secondary schools and periods and/or blocks of instruction shall be in abbreviated timeslots as necessary within a 4.5 hour day; the days will consist of a combination of synchronous and asynchronous instruction; and the District will communicate to families what are the District's expectations with regard to student participation and behavior.

The District may substitute up to two (2) contact days (i.e., days of instruction) for conference days for teachers at grade levels to be determined by the District for the purposes of scoring State tests.

D. Teachers, other than school counselors, may be required to attend no more than two (2) evening meetings each school year; school counselors may be required to attend no more than five (5) evening meetings each school year, but for any such evenings in excess of two (2) school counselors shall be paid at the supervision rate. In addition to the meetings set forth herein, all teachers (without exception) in grades Pre-K-12 shall be required to attend an evening parent/teacher conference of no more than three hours duration.

E. Teachers may be required to remain after the teacher dismissal time without additional compensation for up to one (1) hour to attend up to three (3) staff meetings each month. These meetings may be devoted to staff development and other professional activities as determined by the building principal. This limitation may be exceeded only in emergency situations beyond the control of the administration or for good and sufficient reasons approved in advance by the Superintendent.

F. Teachers will have a duty-free lunch period of at least the following lengths:

(a) Middle and Senior High School – One full period to parallel student lunch periods.

(b) Elementary School – A lunch period of one (1) hour.

G. The teaching load at the Middle and High School levels shall consist of no more than six (6) periods per day, no more than five (5) of which shall be teaching periods. In extraordinary circumstances with approval by the Superintendent and the Association, these assignments may be altered. Where a part-time teacher is necessary for two periods or less in a subject area, a sixth teaching period can be assigned by the Superintendent in consultation with the Union. Such consent shall not be unreasonably withheld. Teachers so assigned shall be compensated at the rate of 1/6th of their annual salary for each additional course (five (5) additional teaching periods per week). The annual maximum additional 1/6th compensation shall be \$16,734 for the 2023-24 school year. The annual maximum additional 1/6th compensation shall be \$17,069 for the 2024-25 school year. Thereafter, the maximum stipends for the 1/6th compensation shall be increased by the same percentages applicable to the salary schedule. The District shall endeavor to avoid assignment of an additional 1/6th to the same teacher more than two (2) consecutive years. In such a case, the Superintendent shall consult with the WITA President. Compensation for the 1/6th assignment will be paid for days on which the WITA unit member actually teaches the 1/6th assignment class, attends teacher-requested workshops during the school day which have been approved by the Superintendent, attends Superintendent's Conference Days, snow days and make-up days, jury duty, field trips for which the WITA unit member is taking any one of his or her classes and/or chaperoning other field trips with prior approval by administration. Compensation for the 1/6th assignment will not be paid for days on which the WITA unit member misses class due to personal leave, sick leave, family illness leave, death and family leave, and/or full day coaching commitments. Science teachers may be assigned a maximum of twenty-eight (28) periods per week including labs, for a full year.

Teachers who receive such additional assignments will receive 10% of annual salary. An effort will be made by the principal to equitably distribute these assignments. However, the interests of the District shall be determinative and the decision of the principal shall be final.

For teachers at Grades 6 through 12, the day shall consist of five (5) teaching periods, one (1) lunch, one (1) prep, one (1) duty, and a sixth (6th) period which shall be the “professional period” for which the activities listed below will apply:

1. Common Planning;
2. Team/Grade Level Meetings;
3. Testing (Special Education);
4. Department Meetings— Time for Directors/Principals to meet with teachers individually or in groups (not necessarily the entire department);
5. Meetings with school counseling department (MTSS);
6. Parent Contact/Student Contact; and/or
7. Timely PD (defined as PD deemed necessary at some point during the school year to support the district’s instructional initiatives).

The Professional Period shall be conducted on an every other day rotation (i.e., Blue/Gold) such that one day the teacher selects professional period activities from the above listed activities, and the next day the administrator selects professional period activities from the above listed activities. Principals at each building will designate at the beginning of each school year which days shall be teacher selected professional period days for the building and which days shall be the district selected professional period days for the building and the designation shall be on an alternating day basis. Deviations by the district or the teacher from the scheduled activities must be reasonable, as outlined below.

Teachers and administrators shall approach the professional period with flexibility and with an understanding that circumstances may change prompting a need or opportunity for modification in the schedule. For example, if an issue arises in the building on a teacher selected professional period day for which support is needed for a student or students, or an unexpected professional development opportunity arises, both parties will be flexible with rearranging the every other day rotation to accommodate such circumstances. In such situations, as much advance notice as possible will be provided to the teacher.

Lesson plans and grading for the sixth (6th) contact period are not required.

The District will not schedule a volunteer for before school duty, the result of which extends the seven (7) hour day, without prior consultation by the Superintendent with the WITA President.

H. Pupils should not be assigned to any classroom in larger number than the capacity of the teaching facilities.

I. Except where a particular situation or the nature of a subject make it impossible, Middle and High School teachers will not be required to teach more than two (2) subject areas nor more than three (3) teaching preparations within said areas at any one time. In such extraordinary circumstances,

mutual consent of the teacher and principal with the approval of the Superintendent in consultation with the President of the Union, may alter these assignments. For purposes of this provision, language arts and reading shall be considered separate preparations. Notwithstanding the above, (i) if the District assigns a secondary (7-12) self-contained special education class teacher to more than three (3) preparations in a given school year, that teacher will be relieved of a duty assignment for that year; and (ii) 5.5/4.5 assignments are permitted in math classes with labs attached and science classes with labs attached.

J. The Interim Report of the Special Committee on the Duties of teachers should be used as guidelines on teacher load, class size, non-instructional duties and use of school aides. Since this report was prepared by New York State Teachers Association in cooperation with the New York State Department of Education and encouraged by the Commissioner, we feel that the best interest of education will be served.

1. Class size and class load should be limited:
 - a. for pre-kindergarten: 12-20 pupils for one (1) Teacher. As noted in Article VI.Y: for class sizes of up to eighteen (18), one (1) Teaching Assistant or Teacher Aide shall be assigned for every classroom; for class sizes of nineteen (19) or twenty (20), one (1) Teaching Assistant and Teacher Aide shall be assigned to every class.
 - b. for kindergarten: 18-22 pupils
 - c. for primary grades: 20-24
 - d. for grades 4-6: 24-27
 - e.
 - 1) Grades 7-12 art: no more than 25 pupils regardless of level unless aides are employed and facilities available. Total class load should be in the range of 100-125 pupils.
 - 2) Academic subjects (Grades 7-12) using conventional classrooms: no more than five classes per day with no more than 125 pupils.
 - 3) Grades 7-12, laboratory, shop and other special room teachers (includes family and consumer science, engineering technology, music, speech, lab periods, etc.): a guideline of 18-24 pupils in a class unless the teacher is assisted by a qualified aide and the physical facilities permit more pupils. The total class load should be in the range of 90-110 pupils.

2. Except at the start of the school year or at the start of a course which begins in the second semester, classes may exceed the guidelines by 10% in each case and the totals will be increased accordingly. For example, a teacher with a class load maximum of 125 students may be assigned no more than 137 students. The guidelines as set forth herein shall reflect the class load average over two

(2) semesters. These guidelines may be exceeded only in situations beyond the control of the District, or for good and sufficient reasons approved in advance by the Superintendent. Teachers with more than 137 students shall be relieved of a duty assignment.

These guidelines will be proper topics for discussion under Article XX, Paragraph B, of the negotiated agreement.

3. Nothing contained herein shall require the splitting of a class after the second week of school. However, a teacher aide or teaching assistant shall be provided when the District exceeds by more than 10% the guidelines contained in Article VI(J) after the second week of school. The District shall be permitted to exceed the class size limits as set forth herein when exceeding the limits is due to the mainstreaming of elementary special education students into specials, provided the District assigns an additional teacher, teaching assistant or teacher aide to the specials class.

K. Elementary classroom teachers should not be required to remain in the classroom while a special teacher is instructing except for a few minutes at the beginning and at the end of a lesson. The district will make a reasonable effort to schedule specials to approach one (1) period a day for each elementary school teacher. The District shall schedule forty (40) minutes of preparation time in blocks of no less than twenty (20) minutes (separate from lunch preparation) each day for Special Teachers. This will be for full-time employees. Notwithstanding the above, teachers shall be required to remain with their classes during all visits to the District's Planetarium, STEM lab and Computer lab. An effort will be made by the principal to schedule visits to the Planetarium so as not to result in the loss of preparation time. However, the interests of the District shall be determinative and the decision of the principal shall be final.

L. 1. Teacher supervision of official extra-curricular activities will be strictly voluntary and teachers will be compensated for all such participation in accordance with the provisions set forth in this Agreement. Where qualifications and expertise are equal and conforming to school needs, length of service will be a factor in making assignments. The District agrees to give preference to members of the bargaining unit for all paid activities unless applications from within the District's staff are not sufficient to meet school needs.

2. If the District offers students courses outside of the school day, teachers volunteering for this assignment shall receive additional compensation at the rate of one-sixth ($1/6^{\text{th}}$) of their regular annual salary for each five (5) periods per week course taught. (Pro-rated for less than five periods.) Independent study courses and instruction shall not be compensated in accordance with the one-sixth formula set forth herein, but shall be compensated pursuant to the hourly home instruction rate.

3. At the elementary school level music teachers will offer Band, Orchestra and Chorus either before or after school as part of their regular working day. The Music teacher's daily reporting and leaving time shall be adjusted accordingly, so that their school day will be equal in length to that of other classroom teachers. This will be reviewed annually by the Superintendent.

M. The administration shall make every effort to obtain substitute teachers as necessary.

N. Teachers shall report their unavailability for work as far in advance as possible. Such report shall be by the internet based substitute system or other means implemented by the District, unless, due to emergency, the teacher is unable to access that system. Once a teacher has reported his/her

unavailability, he/she shall not be responsible for obtaining a substitute.

O. Teachers will not be required to drive pupils to activities which take place away from the school building.

P. The principal shall consult with the faculty one (1) week prior to any change in the school day schedule unless such change could not have been foreseen a week in advance.

Q. There will be no new regularly assigned teacher supervisory assignments and/or duties without full discussion with the Superintendent of Schools. The Superintendent of Schools may create new duties after consulting with the President of the Association.

R. 1. The District may assign each member of the unit one (1) period (or its equivalent) each month to cover classes in lieu of the use of a substitute teacher. Substitute service pursuant to this paragraph shall be limited to situations wherein a regular teacher leaves school early, arrives at school late, or attends a meeting during the school day. The provisions of this paragraph shall not limit the District's right to assign teachers to classes in lieu of a substitute teacher as part of their duty assignment. Assignments to such classes will not require instructional responsibilities to be placed upon a teacher. Activities such as taking attendance and distribution/collection of papers shall not be considered an instructional responsibility.

2. **Substitute Coverage** – Secondary teachers (6-12) may volunteer to provide substitute teaching service during their preparation period and/or their lunch period. The selection of volunteers to perform substitute teaching services pursuant to this paragraph shall be at the discretion of the building principal. Teachers selected shall be compensated at the rate of \$30.00 per period. This provision shall not diminish the right to assign teachers pursuant to this paragraph without compensation. As to teachers grades Pre-K-5 who are assigned to remain with their classes pursuant to this paragraph due to the absence of special subject teachers, in the event that such assignment results in the teacher receiving less than the minimum preparation time set forth at Paragraph K of this Article, that teacher shall be compensated at the rate of \$30.00 for each such period below the minimum set forth in Paragraph K.

S. Professional Development Committee

1. The District and WITA shall establish a Professional Development Committee. The Professional Development Committee shall be made up of:
 - a. Three (3) representatives designated by WITA.
 - b. Three (3) representatives designated by the Superintendent.
 - c. The Superintendent or designee, as a facilitator.
2. The functions of the Professional Development Committee shall be:
 - a. Collection and circulation of information about professional meetings and conferences.

- b. Generation of proposals for professional development courses and programs.
 - c. Development and implementation of an orientation program for new staff.
 - d. Making budgetary proposals to the Superintendent on the financial resources necessary to implement programs developed by the committee.
3. The Professional Development Committee may meet periodically on an after school basis without additional compensation.
4. The Superintendent of Schools may require teachers to attend up to six (6) hours of staff development activities annually as determined by the Superintendent of Schools in consultation with the Professional Development Committee, without additional compensation. Except as indicated below and excluding a maximum of 15 minutes to allow for travel between buildings, these activities shall generally be scheduled in two hour increments contiguous to the end of the teacher workday on days when schools are otherwise in session. On those occasions when the Superintendent determines to conduct staff development on other than a building-wide basis, said session generally shall be of two hours duration and shall commence no later than 15 minutes after the end of the teacher workday at the last school to close from which teachers are participating in the session.

T. Notwithstanding any policy or practice to the contrary, mid-term examinations at the secondary level may be determined by the Superintendent to be given during class time. To the extent determined by the Superintendent, regular class schedules will be maintained by teachers for students not participating in mid-year examinations or on days set aside for such purpose by the Superintendent.

U. Extra Help – At the Middle School and High School, all teachers shall be required to provide 40 minutes of extra help outside of the 7 hour work day pursuant to a schedule determined by the building principal in consultation with the individual teacher. Extra help would be available to all students within the department to which the teacher is assigned. Fridays will be excluded from assignments unless agreed to by mutual consent of the teacher and the principal.

V. Emergency Situations – In situations of catastrophic emergency, elementary teachers may be required to escort students home by riding on the buses, after which teachers shall be returned to their schools. The District will utilize a list of volunteers before making involuntary assignments.

W. Passing Time Supervision – Teachers shall have due regard for the safety of pupils. In order to assist with the supervision of students, teachers shall be required to supervise corridors during the passing time between classes and subject to the needs of teachers to utilize restroom facilities and respond to the academic needs of students.

X. Grading – Secondary teachers will prepare quarterly grade reports for each student in their charge; elementary teachers will prepare trimester grade reports for each student in their charge. Such reports and such other information as directed by administration shall be by the internet based system or other means implemented by the District and posted in accordance with District policy. All grades will be calculated and maintained on said system and may be viewed by such parents.

Y. Pre-K Teachers shall work thirty (30) minutes prior to the start of the student day, and fifteen (15) minutes after the conclusion of the student day. Responsibilities of such Teachers after the conclusion of the student day shall be as determined by the District. A Pre-K Teacher shall be entitled to a one (1) hour duty free lunch each day and forty (40) minutes of preparation time in blocks of no less than twenty (20) minutes. Preparation periods will take place during the students' school day.

Supervision of students at arrival and dismissal will constitute the duty requirement for Pre-K Teachers, and such Teachers will not be required to perform any other duty assignment.

The work year for Pre-K Teachers shall be in accordance with the Instructional Calendar developed by the District, except that the District may modify the work year for Pre-K Teachers when doing so is in the best interest of the District but not to exceed the number of days delineated in the Instructional Calendar.

Pre-K class size shall consist of no more than twenty (20) students. For class sizes up to eighteen (18) one (1) Teacher Assistant or Teacher Aide shall be assigned for every classroom. For class sizes of 19-20 students, one (1) Teacher Assistant and Teacher Aide shall be assigned to every classroom.

Special Area Teachers shall not provide regular instruction to Pre-K students, except in circumstances determined by the District to support the learning provided by the Pre-K Teachers. Pre-K students shall, however, visit the Library on a regular basis as determined by building Administration.

Pre-K Teachers shall prepare progress reports and communicate such to parents at least two (2) times each academic year.

ARTICLE VII TEACHER ASSIGNMENT

A. No later than July 31st teachers will be notified in writing of their tentative teaching assignments for the following year, including the school to which they will be assigned, the grade and/or subjects they will teach and any special or unusual classes that they will have and shall have the right to discuss changes with the appropriate administrator within one (1) week of the receipt of notice if practical.

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

C. In making changes in elementary and secondary school assignments, the convenience and wishes of the individual teacher will be honored to the extent that these do not conflict with the best interests of the school system and the pupils.

Where qualifications and expertise are equal and conforming to school needs, length of service will be a factor in making assignments. In addition, in the elementary schools, scheduling of special

subjects will be done by the principal. Consultation will be held with the teacher and/or specialist. This shall not be construed as requiring bumping.

D. Teachers who desire a change in grade or subject assignment will file a written statement of such desire with the office of the Superintendent not later than January 31. Such statement will include the grade and/or subject to which the teacher desired to be assigned. As soon as practicable, and not later than July 31, the Superintendent shall respond in writing to each request for transfer.

Teachers who had previously filed a request for change of grade, school or assignment, shall be given priority consideration but should re-file each year. Any request for a transfer that is sent to the Superintendent will also include a copy for the immediate supervisor.

E. In arranging schedules for teachers who are assigned to more than one school an effort will be made to limit the amount of inter-school travel. Such teachers will be notified of any changes in their schedules as soon as practicable. Teachers who are assigned to more than one (1) school per day shall have no scheduled duties and shall be paid pursuant to this paragraph at the IRS approved per mileage rate.

F. A master schedule for each school shall be given to WITA chief building delegates in the school as soon as practical following the beginning of the school year. A copy of the master schedule of each building shall be given to the President of the Association as soon as practical but no later than the end of the second week of school.

G. Elementary School Assembly Programs which develop as an extension of classroom activities shall be planned jointly by the building principal and classroom teachers.

ARTICLE VIII TEACHER EVALUATION

A. All monitoring or observation of the work performance of a teacher will be conducted openly and with the full knowledge of the teacher. Teachers will be given a copy of any evaluation report prepared by their supervisors and will have the right to discuss such reports with their supervisors. This process should be completed by the end of ten (10) working days.

B. Subsequent to his/her employment, no material 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 such material. The teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material and his/her answer shall be reviewed by the Superintendent and attached to the file copy.

C. Any complaints regarding a teacher made to any member of the Administration by any parent, student or other person which may result in administrative action will be promptly called to the attention of the teacher.

D. The Association recognizes the authority and responsibility of a principal for disciplining or reprimanding a teacher for delinquency in professional performance. If a teacher is to be disciplined or reprimanded by the Superintendent or Assistant Superintendent, however, he/she may request that a representative of the Association be present.

E. No teacher will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. This provision shall not apply to the termination of a probationary teacher.

F. Teachers will have the right upon request to review the contents of their personnel files and to make copies of any documents in it. A teacher will be entitled to have a representative of the Association accompany him/her during such review.

G. All teacher evaluation forms will be developed by the administration in concert with the Association.

H. No teacher shall receive adverse comments from any observer in the presence of students or non-teaching personnel who are not directly involved in the evaluation of teaching.

I. The intent of the installation of video cameras by the District is solely for security purposes and not to monitor, observe, supervise, or evaluate unit members or their job performance. The District shall not, however, be precluded from utilizing video footage for administrative action or discipline, in accordance with applicable law and the collective bargaining agreement, in the event of an incident(s) of which a teacher may be a part. Should the need for administrative or disciplinary action arise, the District will, to the extent permitted by law, provide the teacher with an opportunity to view the video footage.

ARTICLE IX TRANSFERS

Although the District and Association recognize some transfer of teachers from one school to another is unavoidable, they also recognize that frequent transfer of teachers is disruptive of the educational process and interferes with optimum teaching performance.

A. In making transfers, the convenience and wishes of the individual teacher will be honored to the extent that these do not conflict with the best interest of the school system and the pupils.

B. 1. When involuntary transfers are necessary, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service in the West Islip School System will be considered in determining which teacher is to be transferred. Teachers being involuntarily transferred will be transferred only to a comparable position.

For Grades (Pre-K-6), the following procedure will be followed:

- a. Teachers who are subject to involuntary transfers will have preference over voluntary transfers to open positions.

- b. Teachers returning from leaves of absence will be placed in the pool of involuntary transfers.
- c. Seniority in tenure area Pre-K-6 will be a major consideration in transfers from grade and building. Teachers with the least seniority in grade levels losing sections in a building will have first choice to open positions in that building, in order of seniority. If no open positions exist in that building, the teacher may choose to take the grade level class in that building of the teacher with the least elementary tenure area seniority. Such displaced teachers shall be placed in the pool of involuntary transfers. Exceptions to the above may be made if the Superintendent, in consultation with the President of the Association, determines in a manner that is neither discriminatory nor arbitrary that such exceptions are in the best interests of the teachers and the District.
- d. Teacher Assignment positions will be considered open positions each year.
- e. Teachers in the involuntary transfer pool will be permitted to choose from a list of open positions furnished by the District in order of decreasing seniority.
- f. A teacher may voluntarily leave a building and enter the involuntary transfer pool in place of the teacher who would have been transferred.
- g. This entire procedure will be reviewed annually by the Superintendent and President of the Association in order to minimize problems arising in this area.

2. An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent (or his/her designee), at which time the teacher will be notified of the reasons for the transfer. In the event the teacher objects to the transfer at this meeting, the Association upon the request of the teacher will be notified and the Superintendent (or his/her designee) will meet with the Association's representative to discuss the transfer.

C. A list of open positions in other schools in the system will be made available to all teachers being transferred, and all other factors being substantially equal, preference will be given in filling such positions on the basis of length of service in the tenure area in the West Islip School System.

D. Notice of transfer will be given to teachers as soon as practicable and under normal circumstances not later than the last day of school.

E. Exceptions to the provisions of paragraph A, B, C, and D may be made only if the Superintendent determines that it is necessary to do so in the best interests of the teacher(s) and/or school(s) affected. A disagreement over whether an exception is justified will be subject to the grievance procedure and will be initiated at Level Two thereof.

ARTICLE X PROMOTION AND SALARY DIFFERENTIAL POSITIONS

For purpose of this Article, a “promotional position” is defined as any position in the bargaining unit paying a salary differential.

A. Whenever any vacancy in any position occurs, it will be communicated by the Superintendent or designee via email as far in advance of the appointment as possible. Qualifications for the position, its duties and the rate of compensation will be clearly set forth. The qualifications set forth for a particular position will not be changed when such future vacancies in such positions occur unless the Association has been notified in advance of such changes and the reasons therefore. Except on a temporary basis, vacancies will not be filled within two (2) weeks and ordinarily not within thirty (30) days from the date the notice is posted in schools or mailed to the teachers.

B. All teachers will be given adequate opportunity to make application for such position and the District agrees to give due weight to the professional background and attainments of all applicants, the length of time in the school system and other relevant factors. When in the opinion of the District, all other factors are substantially equal, consideration will be given to the qualified teachers already employed by the District. The decision of the Board will not be subject to arbitration. Wherever practicable, appointments will be made not later than sixty (60) days after the notices is posted or mailed.

C. Appointments shall be based on qualification, experience and seniority.

ARTICLE XI PROTECTION OF TEACHERS

A. Teachers will report all cases of assault suffered by them in connection with their employment to their principal and Superintendent in writing within ten (10) days. The Superintendent 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 as liaison between the teacher, the police and the courts.

B. Whenever a teacher is absent from school as a result of personal injury caused by an accident occurring in the course of his/her employment, he/she will be paid his/her full salary for up to one (1) year. When such absence is occasioned by an assault upon said teacher within the course of his/her employment, payment will be for up to two (2) years. No part of such absence will be charged to his/her annual or accumulated sick leave. After such payments, the teacher shall receive long term disability benefits under Article XXV D. of the Contract or benefits under the N.Y.S. Teachers' Retirement System, at the option of the teacher.

ARTICLE XII TEACHER FACILITIES

A. Each school presently in use will have the following facilities:

1. Space in each classroom for safe storage of personal belongings, instructional materials and supplies.
2. Adequate equipment and supplies which are accessible to teachers to aid in the preparation of instructional materials.
3. An appropriately furnished dining lounge for the exclusive use of teachers.
4. Well lighted and clean teacher rest rooms with adequate supplies.
5. Blinds, shades or other room darkening window covering.
6. Copy machines will be made available in each school building and will be properly maintained.

B. Repairs in each classroom are to be made as expeditiously as possible after being reported in writing to the office by the teacher.

C. Outside telephones, District computers, internet access, a fax machine and e-mail shall be made available to teachers for official business only. When a teacher wishes to discuss private or confidential matters concerned with his/her official duty, the principal shall make every effort to provide a telephone, the location of which insures privacy of conversation. Except in the event of an occasional emergency, teachers shall only be permitted to use cell phones during lunch or prep, unless prior authorization is obtained from the building principal.

D. An internal communication system should be provided so that teachers can communicate with the main office from their classrooms. Every reasonable effort shall be made to keep these systems in working order.

E. An adequate portion of the parking lot of each school will be reserved for teacher parking.

F. According to a planned program, shelf space shall be provided in every classroom.

G. An appropriate petty cash fund will be provided for each school building to the extent allowed by law.

H. Teachers shall be consulted in the preparation and final determination of the school supply budget as it pertains to their teaching requirements.

I. Adequate chalk or white board and bulletin board space shall be available in every classroom.

J. Adequate grade books, paper, pencils, pens, chalk, erasers and other subject material required in daily teaching responsibilities shall be available.

K. Copies of all teacher editions, textbooks and manuals, when available, shall be provided for the exclusive use of a teacher for each course he/she is required to teach.

**SICK LEAVE,
ARTICLE XIII TEMPORARY LEAVES OF ABSENCE,
EXTENDED LEAVES OF ABSENCE**

Professional staff members must realize that absence from the classroom by the regular teacher disrupts the educational process of the pupils, and every effort should be made to hold such absences to a minimum.

A. PERSONAL ILLNESS (Effective July 1, 2019 and thereafter)

1. Probationary Teachers.

A teacher on probationary appointment will be credited with twelve (12) days sick leave at full salary in any school year and all unused sick leave is accumulated during the probationary period. Under extenuating circumstances, provided satisfactory medical proof is furnished, the District may advance up to thirty (30) days in any one year.

2. Tenured Teachers.

- i. Each teacher returning to the District will start the 2019-20 school year with an accumulated total of sick days from prior years in his/her individual sick bank according to the agreed-upon totals supplied by the District.
- ii. At the start of each school year, a tenured teacher will be credited with twelve (12) days of sick leave at full salary and all unused sick leave is cumulative to a maximum of two hundred (200) days. (A teacher's accumulated sick leave will include the number supplied each teacher as noted in paragraph i, above.)

3. The Superintendent may require proof of illness in the form of a medical certificate or statement from the attending physician which will be subject to review by a school physician or a consultant designated by him/her. Such verification shall be provided after five (5) consecutive school days of illness or ten (10) total school days of illness and the District may require a teacher to be examined by a District doctor. Holidays, vacations, etc. shall not constitute breaks in consecutive days of absence. The Superintendent may require a doctor's note in the event of excessive absences, as that is determined by the Superintendent in his/her discretion. The teacher shall provide consent to his/her physician to provide a doctor's note as meets the requirements of this provision.

B. INCAPACITATING ILLNESS or ACCIDENT

A tenured teacher is eligible for paid sick leave for an incapacitating illness or accident not to exceed 180 days and only the first twenty (20) days of such absence will be a charge against an employee's accrued sick leave. Such sick leave is for each incapacitating extended illness or accident and, thereafter, the teacher will receive long-term disability benefits under Article XXIV.D or New York State Teachers' Retirement benefits, at the option of the teacher.

An incapacitating extended illness or accident is one that is under treatment by a physician and which, by a group of three (3) physicians' recommendations (to include the school doctor, the teacher's own attending doctor, and one additional doctor at District expense), makes it impossible for the teacher afflicted to continue working. If the teacher's own attending doctor documents that the teacher has an incapacitating extended illness or accident which makes it impossible for the teacher afflicted to continued working, the matter will be reviewed by a physician appointed by the District. If the District appointed physician agrees, the teacher shall be entitled to the benefits of this section. If the District appointed physician disagrees, the District and WITA shall mutually select a third doctor whose determination will be final. While on incapacitating illness or accident leave, no other employment shall be permitted.

A teacher requesting sick leave for incapacitating illness or accident shall be required to submit upon request, and up to every thirty (30) days thereafter, documentation from a healthcare provider as to the diagnosis of the medical condition, with specificity as to the nature of the illness, the date the condition began, the health provider's judgment as to the probable duration of the condition, the prescribed treatment protocol, and the specifics as to the extent to which the employee is limited in the performance of teaching duties.

C. ILLNESS OR DEATH IN THE FAMILY

1. When absence is necessary due to illness of any member of the immediate family, a teacher may be permitted a total of two (2) full days absence with pay per year. Additional days may be allowed at the discretion of the Superintendent when unusual circumstances warrant such action. These days will not be charged against annual sick leave.

2. For a death in the immediate family (the immediate family includes wife, husband, son, daughter, father, mother, brother, sister, or proven close relative) three (3) days with full pay shall be allowed. Additional days may be allowed at the discretion of the Superintendent when unusual circumstances warrant such action. These days will not be charged against the annual sick leave.

D. PERSONAL BUSINESS

Permission for absence for personal business shall be obtained in advance from the Superintendent. Two (2) days with pay shall be allotted for this purpose. Such personal days will not be deducted from the accumulated sick leave. An additional day may be allowed at the discretion of the Superintendent when unusual circumstances warrant this action. It is understood that personal days may not be used as an extension of holidays or for activities that could normally be carried out at times that school is not in session. Personal business days may be utilized for religious holidays requiring a full day of observance.

For the 2023-24 school year only, teachers shall be permitted to utilize personal business days in half-day increments. This shall sunset effective June 30, 2024, unless the parties agree to continue beyond that date.

E. JURY DUTY/LEGAL

Jury duty or attendance required in court as witness or by Subpoena will not result in payroll deductions and the number of days will not be deducted from sick leave. Teachers shall request that they be placed on call, where possible, and shall make themselves available at all times they are not specifically required to be on jury duty. Jury duty fees and witness fees, if any, should be turned over to the District. Mileage reimbursement shall be retained by the teacher. All employees must notify the building principal as soon as possible after receipt of notice of jury duty, and a copy of such notice shall be provided to the Business Office as soon as possible and prior to the date for such service. In addition, proof of jury service must be submitted to the Business Office upon completion of jury service. Failure to submit notification and proof of jury service may result in the loss of pay for days served.

F. LEAVES OF ABSENCE FOR CHILD-BEARING AND/OR CHILD REARING

1. Child-Bearing

- a. A teacher who is pregnant will be permitted to continue to work as long as she is physically capable of performing the normal duties of her position.
- b. The teacher will return to work when she is capable of performing the normal duties of her position unless she applies for child-rearing leave as set forth below.
- c. Whenever the teacher who is pregnant cannot perform the normal duties of her position, she will be permitted to utilize all or any portion of her sick leave because of a medical disability connected with or resulting from her pregnancy. A teacher planning to apply for this leave will, if possible, give written notification to the Superintendent one month prior to the commencement of the leave.

2. Child-Rearing

- a. If a teacher plans to apply for a child-rearing leave of absence, written notification should, be made to the Superintendent of Schools at least one month before the September 1st or February 1st prior to the semester in which the leave will commence. The leave of absence shall be without pay. The leave shall commence at the date mutually agreed upon by the District and the applicant.
- b. A child-rearing leave may not extend beyond two (2) years.
- c. Child-rearing provisions will apply to adoption of children.

- d. Teachers on such leave may be assigned to a non-regular teaching assignment on the September 1st or February 1st prior to such leave notwithstanding the provisions of Articles IX and VII and without a reduction in salary.

3. Returning from Leave

- a. All benefits and rights accumulated by a faculty member prior to the effective date of the leave of absence shall be resumed upon returning to service except that this will not conflict with other portions of the contract.
- b. Teachers shall return from such child rearing leave at the beginning of a school year only, or as agreed to by the teacher and the Superintendent and approved by the Board of Education.

G. MILITARY LEAVE

Military leave will be granted to any teacher who is required to serve in any branch of the armed forces of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/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 two (2) years. All benefits, including sick leave credit, to which the teacher would normally be entitled will continue to accumulate during his/her leave of absence.

H. OTHER EXTENDED LEAVES OF ABSENCE

1. A tenured faculty member may be granted, upon written request, a leave of absence without pay of up to one (1) year. Such request shall contain the reason for the leave.
2. Applications must be filed at least one (1) month before the September 1st or February 1st prior to the semester in which the leave will commence. This may be waived by the Superintendent.
3. All benefits and rights accumulated by a faculty member prior to the effective date of the leave of absence shall be retained except that this will not conflict with other portions of the contract.
4. One (1) percent of the faculty may be granted such leave in any one (1) year.
5. Teachers on such leave may be assigned to a non-regular teaching assignment on the September 1st or February 1st prior to such leave notwithstanding the provisions of Articles IX and VII and without a reduction in salary.
6. Teachers shall return from such leaves at the beginning of a school year, or as otherwise agreed to by the teacher and the Superintendent and as approved by the Board of Education.

I. EXCHANGE TEACHER LEAVES OF ABSENCE

1. Upon recommendation of the Superintendent of Schools, a leave of absence for exchange teacher positions under either national or international programs may be granted by the District to teachers who have successfully completed five (5) years of satisfactory service in the school district.
2. The District shall compensate any teacher granted exchange teacher leave of absence on the basis of said teacher's regular salary status. Any period served as an exchange teacher shall be applied to the salary schedule set forth in Appendix A of the agreement as if such period has been served by the teacher in the West Islip School District.

J. It is agreed that a teacher granted any type of leave of absence shall notify the Board of Education prior to April 1 of his/her intentions for the coming year.

K. APPROVED VISITATION AT OTHER SCHOOLS

Upon the recommendation of the Superintendent, leave to visit other schools to observe methods and programs may be granted to teachers who have successfully completed their probationary period.

L. Teachers taking courses or receiving grants commencing before the end of the school year will be granted permission to leave. The time of departure will be mutually agreed upon in advance by the Superintendent and the applicant.

CONVERTIBILITY OF UNUSED SICK DAYS AT ARTICLE XIV RETIREMENT AND RETIREMENT INCENTIVES

A. CONVERTIBILITY

Accumulated sick days will be converted to compensation at the rate of \$250 per day. Incapacitating illness or accident of twenty (20) consecutive days or more will have a twenty (20) day charge limit for that year. Other absences will be charged day-for-day against the total accumulation for that entire period. The teacher must have the necessary requirements for retirement as defined by the New York State Teachers' Retirement System (i.e., at least 55 years of age and/or 20 years of teaching). Compensation will be in accordance with the formula outlined in this paragraph to a maximum of \$40,000.

Other absences will be charged day for day against the total accumulation for that entire period. The teacher must have the necessary requirements for retirement as defined by the New York State Teachers' Retirement System (i.e., at least fifty-five (55) years of age and/or twenty (20) years of teaching). Compensation will be made in accordance with paragraph B below.

B. PROCEDURES

1. Records of accrued days for each teacher will be maintained at the District Office. Information regarding these accrued days will be furnished upon request of the

interested teacher.

2. A written request for such compensation will be submitted to the District at least four (4) months prior to his/her intended retirement date. The teacher will declare his/her intent to retire on a specified date. Intent to retire shall be irrevocable except at the sole discretion of the Superintendent and Board of Education.
3. Payment pursuant to this Article shall be in the form of a non-elective contribution to the authorized 403-b account.
4. The benefits accrued under this article will be paid to a named beneficiary in the event of death. Benefits accrued under this article will be paid to totally disabled teachers covered as retirees by law.

ARTICLE XV INSERVICE CREDIT/GRADUATE CREDIT

A. THE PURPOSE OF INSERVICE EDUCATION

The continuing improvement of the quality of instruction should be a vital concern of every school system. Inservice education is one means of achieving this goal. The West Islip Public Schools are deeply interested in encouraging the professional growth of the staff through inservice education conducted by qualified personnel.

B. APPROVAL OF INSERVICE COURSES

1. All inservice courses taken for credit must have the approval of the Superintendent of Schools prior to the time of registration. Salary credit may be denied for all courses for which prior approval has not been obtained.
2. Inservice 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 of groups approved by the Superintendent of Schools.
4. For the purpose of salary advancement, a maximum of nine (9) inservice credits may be taken within a twelve month period beginning September 1 of each year (September 1 - August 31).
5. As a basis for determining credit approval for inservice 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 meeting
 - e. Description of course
 - f. Website link for course
6. To apply inservice credit toward a salary adjustment, the teacher must supply the Superintendent of Schools with evidence of satisfactory completion of the course.
 7. Teaching staff members may audit inservice programs without receiving inservice credit. This may be limited at the behest of the lecturer.

C. APPLICATION OF INSERVICE CREDIT FOR SALARY PURPOSES

1. No inservice credit shall be used to advance to any column up to and including MA on the salary schedule.
2. Between the MA and MA + 60 level, a teacher will be credited for inservice workshops or courses up to nine (9) credits per year, to a total career maximum of thirty (30) inservice credits, for which he/she has received prior approval from the Superintendent or his/her designee.

D. GRADUATE CREDITS

1. The limitation of nine (9) credits per year on inservice credits shall not be construed to limit the number of graduate credits from an accredited college or university a teacher may take in any year. Teachers shall be limited to no more than fifteen (15) asynchronous online credits per year. A course is considered asynchronous if less than 50% of the classes are synchronous meetings.
2. Graduate courses will be acceptable for salary credit if:
 - a. the institution is regionally accredited, or
 - b. the institution is accredited by a nationally recognized accrediting agency, or
 - c. the accrediting agency is the Board of Regents, or
 - d. the accrediting agency is recognized by the U.S. Office of Education, and
 - e. graduate courses must be provided by the instructional faculty of the college or university at which the course is taken and credits earned through such courses must be acceptable by the college or university for any graduate degree bearing program. Such courses must be directly relevant to the subject(s) taught by the teacher or constitute courses in instructional methodology which are applicable to the teacher's program. Notwithstanding the above, NYSUT sponsored

Effective Teaching courses and courses offered through the Staff Development Center of the Islips, if taken for graduate credit and undergraduate level courses, shall be accepted provided they are directly relevant to the subject(s) taught by the teacher or constitute courses in instructional methodology which are applicable to the teacher's program. As to undergraduate courses, however, the teacher must establish that there is no appropriate graduate level course, as defined above, in the particular subject area. All graduate courses taken for credit must have the approval of the Superintendent of Schools prior to registration. Salary credit may be denied for all courses for which prior approval has not been obtained.

3. Asynchronous online courses of study for a graduate degree (e.g. correspondence courses and on-line courses) and, except as referred to in subparagraph (c), all undergraduate courses must be approved by the Superintendent in advance of registration.

This provision will not prohibit a teacher from receiving salary credit for college courses that do not fall within the above criteria if prior approval is received from the Superintendent.

E. EVALUATION OF LOCALLY SPONSORED COURSES

Teachers who take inservice courses sponsored by the District shall submit to the Superintendent a written evaluation of the course content and quality of instruction.

F. COLUMN ADVANCEMENT

WITA members who advise the Superintendent of Schools or Director of Personnel, prior to October 1st, of educational credits earned warranting column advancement, shall receive column advancement retroactive to September 1st of that school year. WITA members who advise the Superintendent of Schools or Director of Personnel, prior to February 1st, of educational credits warranting column advancement, shall receive column advancement retroactive to January 1st. Payment of such column advancement shall not be required by the District unless and until transcripts of such educational credits earned are provided to the District and only if column advancement is warranted in accordance with collective bargaining agreement provisions and past practices.

G. The provisions of this article shall not apply to courses completed by June 30, 1995. Teachers shall only be permitted to move one (1) column per year after the attainment of masters. For purposes of determining the number of credits earned per year or columns advanced per year, a year shall be defined as September 1st through August 31st.

ARTICLE XVI SUMMER EMPLOYMENT

A. Teachers for the West Islip summer school program shall be hired according to the following standards:

1. West Islip teachers who have had the most recent experience teaching in the West Islip summer school shall be hired in preference to all others, if their training,

experience and demonstrated competence for the position is comparable.

2. West Islip teachers with or without previous experience in the West Islip summer school shall be hired in preference to teachers from other school districts, if their training and demonstrated competence for the position is comparable.

B. Recognizing the fact that a teacher should receive professional compensation for professional services regardless of the month or season, the District agrees to compensate teachers working during the summer at the following rates:

1. A summer high school teacher will be paid \$2,975 for each class or section he/she teaches or supervises for July/August 2023, \$3,035 for July/August 2024, \$3,096 for July/August 2025, \$3,158 for July/August 2026. There shall be equitable remuneration for secondary school and elementary school teachers.
2. A teacher employed to perform other professional non-teaching functions during the summer shall be compensated at a daily rate equal to one two-hundredths ($1/200^{\text{ths}}$) of his/her regular annual salary. Anytime worked less than a full day shall be prorated.

C. Summer school teachers shall not be required to assume financial responsibility over and above that required during the regular school year. Any monies collected by them pursuant to summer school policies shall be surrendered to the principal, and the West Islip school district shall provide for the safekeeping of such funds and shall assume all responsibility for them until they are returned to the teacher.

D. Every effort will be made to maintain class sizes at reasonable levels in the summer high school.

E. WITA members required to present at CSE and/or CPSE meetings during summer recess periods shall be paid at a rate of \$70.11 per hour for 2023, \$71.51 per hour for 2024, \$72.94 for 2025 and \$74.40 per hour for 2026. The District guarantees a minimum of two hours' pay for any days on which such service is required. For services rendered beyond two hours on any days, the hourly rate shall be prorated.

ARTICLE XVII TEACHER AIDES

The District agrees to hire and train a sufficient number of teacher aides to supervise cafeteria and playground periods in the elementary schools and cafeteria periods in the secondary schools. This provision shall not preclude the assignment of teachers in secondary schools to cafeteria duty, preferably on a rotational basis.

ARTICLE XVIII CURRICULUM, TEXTBOOKS AND SOFTWARE

- A.** Professional personnel of the school district interested in initiating curriculum, textbook or software changes will send a letter of request to the Superintendent or designee, after which the

protocol for the Curriculum Council will be followed for reviewing and approving recommendations.

B. The Superintendent and Presidents, or their designees, will meet within two (2) weeks after the Superintendent receives a request. The two (2) Presidents may mutually recommend acceptance, rejection, or the formation of a Study Committee. The recommendation will be made within one (1) week after the original meeting with the Superintendent. They will forward all findings to the Superintendent for his/her approval or disapproval. The Study Committee shall consist of at least fifty percent (50%) teacher members who will be appointed by the Superintendent and who will be directly impacted by the issue under study upon recommendation from the President of WITA. Administrative members may be recommended by the President of WIASA and appointed by the Superintendent. It is recommended that the appropriate department chairperson be a member of all study or textbook committees relative to his/her department.

C. Study Committees will submit a written report and/or recommendation to the Superintendent as soon as practicable. The Superintendent will forward copies to the President of the Association and the President of WIASA.

D. If it is determined by the Superintendent that curriculum writing is required, the Superintendent and Association President shall mutually agree to remuneration to be made to the teachers involved.

E. The Presidents and Superintendent, or one (1) designee of each, may be ad hoc members of all Study Committees.

F. All teachers will have access to teacher editions for all textbooks and supplemental materials if purchased by the District.

G. All findings and recommendations will be brought to the Board of Education by the Superintendent for its consideration and approval or disapproval.

ARTICLE XIX THE DISRUPTIVE CHILD

1. A child who threatens or engages in physical violence to himself/herself, his/her fellow students or a teacher may be directed by the teacher to report immediately to the principal or other designated supervisor under such escort as is prescribed by the school. Such pupil will not be returned to the classroom without consultation between the principal, the teacher, and other professional resource people, when deemed necessary.

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

3. Upon receiving a report of violent or disruptive behavior the principal or his/her designated representative shall make a suitable investigation and shall promptly initiate a course of action that will best serve the needs of the school and child.

4. If the problem is not solved in this manner after available courses of action have been taken, and a decision has been reached by the principal that the child still so seriously disrupts the classroom work as to impede effective instruction, the child shall be referred to other facilities within the school. If no such facilities exist within the school, the principal shall refer the case to the Superintendent under existing procedures.

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

6. The District will make every effort toward the creation of additional facilities and services for special care and training of children who are found not to be fitted for the conventional educational process.

ARTICLE XX TEACHER-ADMINISTRATION SCHOOL BOARD LIAISON

A. The Association shall select an Association representative from each school building who shall meet with the principal at least once every two (2) weeks during the school year to review and discuss local school problems and practices, unless both parties agree to waive such meeting.

B. The Association representatives shall meet with the Superintendent and members of the Board of Education at least annually, preferably in September, January, or May. By mutual consent such meetings may be postponed up to one (1) month. The purpose of such meeting will be to review and discuss current school problems and practices and the administration of the Agreement.

C. 1. At the request of the Board of Directors of the Association, the Board of Education may meet in executive session with the Executive Board of the Association to discuss problems of concern.

2. The District and the Association mutually agree that elimination of teaching positions shall not be carried out in an indiscriminate and unilateral manner. To this end the Board of Education will apprise the Association that the elimination of any teaching positions are for good and sufficient reasons approved in advance by the Superintendent.

3. In instances where conditions may make necessary a reduction in the number of teachers employed by the District, the District will make every effort to reassign the teacher to a similar position vacated within the district on the condition that the teacher is properly certified and his/her prior teaching performance indicates probable success in the new assignment.

D. The President of the Association or his/her representatives shall be allowed to visit schools to investigate working conditions, teaching complaints, problems, or for other purposes relating to Association affairs. Upon the arrival of the President or his/her representative at any school, the principal, or in his/her absence his/her representative, shall confer with the President in order to facilitate the purpose of the visit. Whenever possible, the President shall give advance notice of his/her visit and on 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.

ARTICLE XXI ASSOCIATION RIGHTS

- A.** There will be one (1) bulletin board in each school building which will be placed in the faculty lounge for the purpose of displaying notices, circulars and other Association material. The District shall not be responsible for the contents of any such material.
- B.** The Association will have the right to use the school buildings without cost at reasonable times for meetings. The Principal of the building in question will be notified in advance of the time and place of all such meetings.
- C.** The Association will be permitted the unrestricted use of the district mail-boxes and the inter-school mail delivery for the purpose of notices, circulars and other teachers' organization materials. No other teacher organization, group of teachers, or individual teacher shall have that right. The District shall not be responsible for the contents of any such material.
- D.** The Association shall be given a place on the agenda of the orientation program for teachers.
- E.** WITA representatives will be permitted to store WITA materials and files in space provided by the District for personal effects.
- F.**
1. In order to perform their duties under this Agreement, the Association President and Vice President will be assigned no supervisory periods or duties and no homeroom responsibilities. All professional duties of the Association President will be performed by 12:00 Noon. All professional duties of the Association Vice President will be performed before noon and the Vice President will have a maximum of four (4) class periods per day. This provision shall not be construed so as to relieve the President and Vice President of any professional responsibilities occurring after the regular school day (e.g. parent-teacher conferences, faculty meetings).
 2. The Association President shall have no more than three (3) class periods per day on the secondary level. If the Association President is an elementary teacher or is in a special area, the professional responsibilities of the Association President shall be adjusted to the equivalence of three (3) teaching classes. Adjusted assignments shall be mutually agreed upon by the Association President and the Superintendent. The Association President's classes will, if possible, be scheduled within the second to fourth teaching periods (to allow compensatory time to attend periodic morning meetings, the number of which shall not exceed four (4) per month.)
 3. The four positions of Vice-President from Secondary Schools, Vice-President from Elementary Schools, Recording Secretary and Treasurer of the Association will be free of all supervisory periods and duties as presently done. At the elementary level, every attempt will be made to have special subject classes scheduled for the last period of the day, and the special subject teacher will be responsible for the dismissal of the class. At the secondary level, every attempt will be made to schedule the preparation period at the end of the school day.

G. Time will be made available for the Association representatives to attend State and National Teachers' Association conferences and conventions with the advance approval of the Superintendent or his/her designee.

H. The District will make available upon request pertinent information, which is a matter of public record, which may assist the Association in developing proposals and programs for negotiations.

I. One year leave will be granted upon request to the Board of Education to a member of the Association for State and National Teachers' Association activities without pay and without loss of tenure, step or accumulated sick leave.

J. Copies of the District's negotiated agreements with other West Islip bargaining units will be given to the President of the Association within two (2) weeks after printing.

K. Whenever a newly-titled position within the bargaining unit is created, the District shall notify the Association in advance in order that the impact of the terms and conditions of the new position may be negotiated.

ARTICLE XXII SPECIALISTS

A. An adequate number of reading specialists will be provided for the elementary schools.

B. Provision will be made to enable elementary school libraries to remain open for use by pupils during the school day.

C. A sufficient number of teachers in the areas of physical education, art, music, library, reading and speech specialists shall be provided so that these teachers will not travel to more than two (2) schools a day. This may be waived by mutual agreement of the Superintendent and President of the Association.

ARTICLE XXIII SALARY SCHEDULES FOR 2023-2027 SCHOOL YEARS

A. The Teachers' Salary Schedules effective for the life of this agreement shall be set forth in Appendix "A" hereof.

Effective July 1, 2023: the 2022-23 salaries shall be increased by the State-issued allowable levy growth factor based upon the consumer price index for all urban consumers (CPI-U) for the twelve (12) month period ending December 31, 2022, with a minimum of 1% and a maximum of 2%.

Effective July 1, 2024: the 2023-24 salaries shall be increased by the State-issued allowable levy growth factor based upon the consumer price index for all urban consumers (CPI-U) for the

twelve (12) month period ending December 31, 2023, with a minimum of 1% and a maximum of 2%.

Effective July 1, 2025: the 2024-25 salaries shall be increased by the State-issued allowable levy growth factor based upon the consumer price index for all urban consumers (CPI-U) for the twelve (12) month period ending December 31, 2024, with a minimum of 1% and a maximum of 2%. Effective July 1, 2025, and after applying the percentage increase as indicated in this paragraph: Step 21 shall be unfrozen; Step 22 shall become Step 21; Step 23 shall become Step 22; Step 24 shall become Step 23; and a new Step 24 calculated at 2% above the new Step 23 shall be added to the schedule.

Effective July 1, 2026: the 2025-26 salaries shall be increased by the State-issued allowable levy growth factor based upon the consumer price index for all urban consumers (CPI-U) for the twelve (12) month period ending December 31, 2025, with a minimum of 1% and a maximum of 2%. Effective July 1, 2026, and after applying the percentage increase as indicated in this paragraph: Step 20 shall be unfrozen; Step 21 shall become Step 20; Step 22 shall become Step 21; Step 23 shall become Step 22; Step 24 shall become Step 23 and a new Step 24 calculated at 2% above the new Step 23 shall be added to the schedule.

B. The Lead Teacher's Salary Schedule shall be as set forth in Appendix "B" hereof.

C. The Guidance Counselors' Salary Differential and other employee stipends shall be as set forth in Appendix "C" hereof.

D. The Coaching Salary Schedules shall be set forth in Appendix "D" hereof.

E. The Salary Schedules for Other School Activities shall be as set forth in Appendix "E" hereof.

F. Teachers shall have the option to receive their salary in 26 equal bi-weekly payments; or equal bi-weekly payments September to June. Teachers selecting the 26 payment option will receive all "summer" pay in a single check issued on the last scheduled pay date in June and the gross pay as reflected on that check will be taxed as if such sum was paid pursuant to the 26 payment option.

G. Teachers who complete requirements and receive National Teacher Certification shall be entitled an annual stipend of \$2,000.

H. Stipends for coaching, clubs and advisorships will be paid in two separate checks during the coaching season, or term of the club or advisorship, as applicable. The first of the two checks will be issued at approximately the halfway point of the season or activity, and the second check will be issued at the conclusion of the season or activity. Stipends for Guidance Counselors, psychologists and special education teachers, as set forth in Appendix "C", Subdivisions (D) and (E) shall be paid by separate check.

ARTICLE XXIV INSURANCE

A. HEALTH INSURANCE

1. Effective July 1, 2023, employees shall be required to contribute 18.5% of the cost of premium for both individual and family coverage under the Empire Plan, CORE Plus Enhancements, or its equivalent. Effective July 1, 2024, employees shall be required to contribute 19% of the cost of premium for both individual and family coverage under the Empire Plan, CORE Plus Enhancements, or its equivalent. If possible, and legal, the District will implement a pre-tax Flexible Spending Agreement consistent with IRS regulations. The District assumes no additional obligations. It is also understood that in the event pre-tax contributions are implemented, that any employee making such contributions will first agree to indemnify and hold the District harmless in the event of a subsequent determination that the District failed to withhold sufficient income taxes, since a ruling is not a judicial determination.

For retirements effective July 1, 2007 and thereafter, the District shall pay 65% of the cost of premium for individual/family coverage in retirement.

For purposes of health insurance, a recognized domestic partner pursuant to the criteria established by the Empire Plan shall be acceptable for family coverage.

2. Members of the unit hired on or after July 1, 1985, shall not be eligible for coverage if they are eligible for substantially equivalent health insurance under the plan of a spouse.
3. Members of the unit who withdraw from the District's plan during the life of this agreement shall receive an amount equal to fifty percent (50%) of the cost of the District's contribution to individual or family premium. Members going from a family plan to an individual plan shall receive \$600. All such payments shall be made at the end of each fiscal year. All withdrawals pursuant to this paragraph shall be made as of December 31st of a given year. Nothing contained herein shall preclude a member from re-entering the plan within the twelve (12) month period, provided, however, that in the case of a member who re-enters in less than twelve (12) months no payment shall be made. A teacher may review this option each year and notify the District of any change. The payment shall be considered part of his/her salary.
4. Notwithstanding the provisions of paragraph 3 above, all teachers who have not opted out as of June 30, 2010, but who opt out July 1, 2010 and thereafter, shall receive \$2,500 for family coverage and \$1,250 for individual coverage. Excessed teachers who had opted out prior to the abolition of their position and have continued to do so through June 30, 2010, shall remain eligible for payments pursuant to subparagraph 3 hereof.

B. DENTAL INSURANCE

A non-contributory, reasonable and customary dental plan will be provided for each employee on an individual basis.

Deductible will be reimbursed by the District as previously done. A monthly contribution equal to 10% of the cost of the premium shall be required for teachers desiring individual or family coverage. The annual orthodontic maximum shall be \$3,000 and the overall maximum shall be \$3,000. This plan will be provided for teachers having three (3) or more consecutive years of service in the district. The District may self-insure with a Plan Administrator to provide the same benefits or change carriers to a plan providing substantially equivalent benefits. Such switch shall require prior negotiation with the Association. Subject to the rules and regulations of the dental plan then in effect, teachers with fewer than three (3) years of service, may buy into said plan at their own cost.

C. LIFE INSURANCE

A non-contributory life insurance policy equal to \$35,000 and including Accidental Death and Dismemberment will be provided for all teachers having three (3) or more consecutive years of service in the district. Teachers may purchase additional amounts of life insurance at cost, and carry this insurance into retirement, reimbursing the district.

D. LONG TERM DISABILITY

Members of the unit shall be entitled to long-term disability coverage to the same extent as set forth in the proposal attached as Exhibit A.

ARTICLE XXV PROFESSIONAL AUTONOMY

The District and the Association mutually agree that the highest professional standards must be established and maintained in the district. It is agreed to establish a Professional Autonomy Committee to oversee the maintenance of the high professional standards within the classroom and on the administrative level. The Professional Autonomy Committee shall consist of three (3) teachers and three (3) administrators. The teachers will be chosen by the President of the Association. The Autonomy Committee will make recommendations to the Superintendent in regard to the orientation and transfer of people to promotional positions. For purposes of this article, a "promotional position" is defined as any position in the bargaining unit paying a salary differential.

ARTICLE XXVI MISCELLANEOUS

A. The Board of Education will furnish the Association with a written notice of official Board action ratifying this Agreement.

B. The District agrees to purchase books and/or other educational resource materials for use by the professional staff for professional development and educational improvement. It is recommended that a professional library be continued.

C. The Association will be provided with one (1) up-to-date copy of the Board personnel policies and Rules and Regulations. Any changes and amendments will be immediately forwarded to the Association.

D. Copies of this Agreement will be provided to each teacher electronically, with a hardcopy of the Agreement to be furnished upon request.

E. In the event any provision is held to be unlawful, the remaining provisions of this Agreement shall remain in effect and the parties hereto shall meet to modify according to law or negotiate provisions in lieu thereof. This will be conducted according to the Taylor Law and subject to impasse provisions.

F. It is understood and agreed that all matters in dispute and controversy between the parties hereto are completely settled, adjusted and closed by this Agreement. This Agreement may not be changed or modified except by a writing duly executed by the parties hereto.

G. This agreement shall supersede any rules, regulations, or practices of the District which shall be contrary to or inconsistent with its terms.

H. Any individual arrangement, agreement or contract between the District and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement or contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling.

I. The District recognizes the desirability of providing teachers with the opportunity to attend professional conferences and meetings and will attempt to make a budgetary allotment for that purpose.

J. In the event a successor contract is not agreed upon on or before the termination date of the present contract, all salaries, benefits and working conditions will be retroactive to the termination date of the contract.

K. NEGOTIATION PROCEDURES

The parties shall commence negotiations on or about February 15th of any year in which the contract expires. Meetings shall be conducted at times and places mutually agreed to in advance by the parties.

L. MANAGEMENT RIGHTS

Subject only to the express provisions of this Agreement, the District shall retain all the rights and authority granted it by law in the management and operation of the District.

ARTICLE XXVII SIDE AGREEMENTS

A. The parties agree that all of the documents reviewed and known as “side agreements” have been incorporated into a bound volume and so labeled. Copies of same shall be maintained by WITA and the District. The parties further agree that these documents as modified pursuant to paragraph B hereof, constitute all of the agreements other than the collective bargaining agreements and that no other purported agreements will be submitted by either party as constituting a change to, modification or clarification of, or in any way influencing the meaning of the provisions of the collective bargaining agreement.

- B.**
1. Side agreement #3 dated June 19, 1989 – delete and void.
 2. Side agreement #7 dated April 17, 1986 – first sentence – delete “close” and substitute “opening”; insert “tentative” before “supervisory”.
 3. Side agreements #9 and #11 dated March 21, 1986 and March 29, 1982 respectively notwithstanding the language of #9, the role of the WITA President is limited to the recommendation of teacher names for selection by the Superintendent. In the event the Superintendent rejects all of the said recommendations, there shall be no teacher representation on the study committee. The parties further acknowledge that agreements #9 and #11 as well as Article XVIII Paragraph C of the collective bargaining agreement shall not apply in connection with individuals or committee members selected to write curriculum. Said individuals or committee members shall be selected by the Superintendent even in the absence of a recommendation from the WITA President.
 4. Side agreement #10 dated May 4, 1982 – the parties acknowledge that no posting shall be required with regard to regular or other substitute positions.

ARTICLE XXVIII SEXUAL MISCONDUCT

The mandatory penalty of discharge will be imposed in connection with a 3020-a proceeding for a teacher found guilty after December 1, 2006 of having engaged in sexual misconduct with a child, or one who has plead or been found guilty of criminal charges for such conduct after December 1, 2006. For purposes of this provision, sexual misconduct shall include that which is set forth under Sections 130, 235, and/or 263 of the New York State Penal Law.

ARTICLE XXIX PREFERRED SUBSTITUTE

A “preferred substitute” will be assigned full-time to the in-school suspension room. The rate of pay for this assignment shall be for 2023-2024 \$175.27 per day less withholdings, for 2024-2025 \$178.78 per day, less withholdings, and for 2025-26 \$182.36 per day, less withholdings and 2026-27 \$186.01 per day less withholdings. In the event there is no in-school suspension on a particular day, the preferred substitute will serve as a classroom substitute at the above-noted rate of pay. The individual employed for this preferred substitute position shall receive health

insurance in accordance with the current collective bargaining agreement, and shall be required to contribute at the same percent rate applicable to teachers in the unit. In addition, this individual shall be entitled to ten (10) sick days per year, a lunch period, and one (1) additional preparation period to coordinate students work with appropriate teachers.

ARTICLE XXX CLUBS

The official club guidelines shall be as follows:

(a) The annual stipend for official club advisor shall be as specified in this Agreement, and will be paid bi-annually: one-half of the stipend in January and one-half of the stipend in June of each year.

(b) To qualify for the full annual stipend, a club must meet at least twice per month for each of eight (8) months, with the advisor present. The club must have an initial roster of no less than fifteen (15) students.

(c) Rosters/attendance lists must be kept by the advisor, and the originals submitted to the District office with payroll authorization before payment of any stipend shall be made. No club shall be run in any school year without the written approval of the building principal prior to the commencement of club activities.

(d) Exceptions to these guidelines will be considered based upon factors unique to particular clubs (for example, deadlines, competitions, timeframes, weather conditions, etc.) and only if a request for exception is submitted by the teacher/advisor and building principal to the District office prior to the start of club activity, but in no event later than October 1st of each year. If the exception is not granted, the guidelines must be followed or the club will not run.

(e) Following the completion of all club activities, the building principal will evaluate the effectiveness of the club, as well as the number of students involved.

(f) In addition to the above-referenced requirements, a teacher/advisor will not receive a stipend for club activities unless and until the teacher submits a completed payroll authorization (blue), a copy of the prior approval form signed by the building principal (white) and the original roster and original attendance records.

ARTICLE XXXI SMALL GROUP INSTRUCTION/TUTORING

Small group instruction/tutoring for all Academic Intervention Services or other reasons shall be as determined in advance and approved by the Superintendent.

Such tutoring will take place before or after school and shall not run concurrently or conflict with the regular school day. Compensation for such tutoring shall be as follows: \$87.49 per hour for 2023-2024; \$89.24 per hour for 2024-2025; \$91.02 per hour for 2025-2026 and \$92.84 per hour for 2026-27. The per hour figure shall be prorated for portions of an hour in fifteen minute increments.

The District shall not be required by this contract to provide tutoring as set forth herein. In the event such tutoring is to take place, every effort shall be made to hire a tutor from the building where the tutoring shall take place, but selection shall be as determined by the District.

ARTICLE XXXII INDEPENDENT STUDY

Teachers approved by the Superintendent to supervise and provide instruction for an independent study course or project in accordance with District Policies 8430 and 8431 shall be paid a stipend equal to the hourly home instruction rate applicable during the year in which such supervision and instruction is provided. Each teacher rendering independent study instruction and supervision shall be entitled to a maximum of twenty (20) hours at such rate per semester for each individual student instructed and supervised.

For purpose of calculating compensation, for meetings with students during which two or more students are seen concurrently, the time spent during such meetings shall be equally divided amongst the students present. (For example; a teacher who meets for one hour with three (3) students will be entitled to one (1) hour of pay, with twenty (20) minutes being attributed to each student.)

No teacher may undertake independent study with more than four (4) students per semester.

Timesheets reflecting actual instruction must be accurately maintained and cosigned by the teacher, student and department head prior to submission for payment at the conclusion of the semester.

Should instruction be provided in the home, the teacher must insure that a parent or other guardian be present.

Instruction under this agreement may only take place before or after school, except that a teacher may elect to supervise independent study during the his or her share of the professional period, in which case no stipend will be credited for such time.

The provision of services by teachers for independent study shall be conducted in accordance with District Policies 8430 and 8431.

This article shall not be interpreted as modifying Policies 8430 and 8431, and the District reserves the right to approve all independent study as determined in the sole discretion of the Superintendent of Schools.

ARTICLE XXXIII AUDIO VISUAL COORDINATOR

The position of Audio Visual Coordinator shall be a District-wide position. The Audio Visual Coordinator's work year shall be governed by the approved school calendar. The stipend for the Audio Visual Coordinator shall be \$4,302 for 2023-24; \$4,388 for 2024-25; \$4,476 for 2025-26; and \$4,566 for 2026-27. Should a member of WITA be appointed to the position of Audio Visual

Coordinator, that person shall not have a duty assignment during the time of appointment and shall be assigned four (4) teaching periods.

The job description for Audio Visual Coordinator, shall be as follows:

- Prepare yearly budget for all buildings, departments and District office;
- Assess the audio visual needs of the staff and work toward meeting those needs;
- Establish and maintain a District-wide equipment inventory;
- Coordinate the ordering and delivery of audio visual related equipment and supplies;
- Evaluate and repair audio visual equipment and coordinate outside repairs when necessary;
- Coordinate the use of audio visual equipment by outside groups or school groups on weekends and/or evenings. This shall include, but not be limited, use of sound systems, tv/vcr/dvd units and video projectors. (Note: this does not include events which are scheduled for a school auditorium.);
- Purchase adequate supplies for the audio visual department such as overhead transparencies, video tapes, audio tapes, bulbs, etc.;
- Coordinate purchases of audio visual equipment which will support the integration of the computers throughout the District;
- Reproduce video tapes and audio tapes as necessary;
- Maintain laminating equipment and insure adequate supply of laminating film;
- Set up sound equipment for all School Board meetings; and
- Assist the elementary school building custodians in the maintenance and operation of audio visual equipment.

WITA understands and agrees, in the event no WITA member applies, or there is no WITA applicant who is qualified for appointment to the position, the District will consider appointing another employee or hiring an outside contractor.

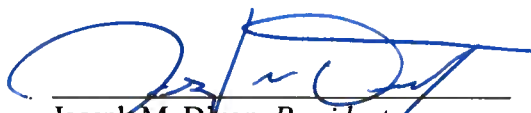
ARTICLE XXXIV PROFESSIONAL APPEARANCE

The dress and grooming of bargaining unit members shall be neat, clean and in a manner appropriate to their assignments. Administrators will meet and discuss concerns about a member's professional appearance with bargaining unit member. The member will have the opportunity to have a WITA representative present at such meeting. The District will provide an opportunity for the member to address concerns prior to an administrator reducing concerns to writing and/or reflecting such concerns in observation reports or year-end evaluations.

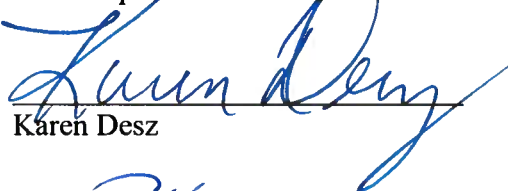
IN WITNESS WHEREOF, the parties here to have set their hands and seals this 17th
day of September 2024.



Dr. Paul Romanelli
Superintendent of Schools



Joseph M. Dixon, President
West Islip Teachers' Association



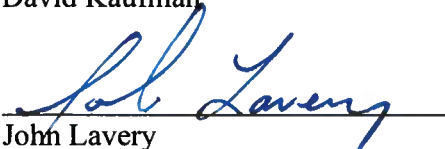
Karen Desz



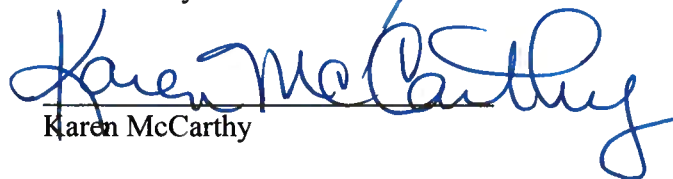
Phil Kane



David Kaufman



John Lavery



Karen McCarthy

APPENDIX "A"									
YEAR 1 2023-24									
2% Increase									
STEP	BA	BA15	BA30	MA	MA15	MA30	MA45	MA60	EdD/PhD MA75
1A	51,669	54,389	57,108	59,828	62,982	66,137	69,292	72,448	75,601
1	54,389	57,108	59,828	62,982	66,137	69,292	72,448	75,601	78,756
2	57,108	59,828	62,546	66,137	69,292	72,448	75,601	78,756	81,913
3	59,828	62,546	65,268	69,292	72,448	75,601	78,756	81,913	85,067
4	62,546	65,268	67,987	72,448	75,601	78,756	81,913	85,067	88,222
5	65,268	67,987	70,706	75,601	78,756	81,913	85,067	88,222	91,377
6	67,987	70,706	73,427	78,756	81,913	85,067	88,222	91,377	94,532
7	70,706	73,427	76,146	81,913	85,067	88,222	91,377	94,532	97,686
8	73,427	76,146	78,865	85,067	88,222	91,377	94,532	97,686	100,841
9	76,146	78,865	81,585	88,222	91,377	94,532	97,686	100,841	103,996
10	78,865	81,585	84,304	91,377	94,532	97,686	100,841	103,996	107,151
11	81,585	84,304	87,024	94,532	97,686	100,841	103,996	107,151	110,305
12	84,304	87,024	89,744	97,686	100,841	103,996	107,151	110,305	113,460
13	87,024	89,744	92,463	100,841	103,996	107,151	110,305	113,460	116,616
14	89,744	92,463	95,183	103,996	107,151	110,305	113,460	116,616	119,770
15	92,463	95,183	97,903	107,151	110,305	113,460	116,616	119,770	122,924
16	95,183	97,903	100,622	110,305	113,460	116,616	119,770	122,924	126,080
17	97,903	100,622	103,342	113,460	116,616	119,770	122,924	126,080	129,234
18	100,622	103,342	106,061	116,616	119,770	122,924	126,080	129,234	132,389
19	103,342	106,061	108,781	119,770	122,924	126,080	129,234	132,389	135,544
20	103,342	106,061	108,781	119,770	122,924	126,080	129,234	132,389	135,544
21	103,342	106,061	108,781	119,770	122,924	126,080	129,234	132,389	135,544
22	106,061	108,781	111,500	122,924	126,080	129,234	132,389	135,544	138,699
23	108,781	111,500	114,221	126,080	129,234	132,389	135,544	138,699	141,854
24	111,500	114,221	116,940	129,234	132,389	135,544	138,699	141,854	145,008

Step 1A (new hire) is determined by subtracting the difference between step 1 and step 2 from step 1.

Teachers may move to the **MA+75** column based on credits earned after July 1, 1988 only, such credits shall be limited to graduate credits taken at an accredited university in the teacher's area of certification and other coursework approved at the sole discretion of the Superintendent.

No in-service courses or other coursework taken prior to September 1, 1988 shall be used for movement onto this column. Those members of the unit with an EdD/PhD from an accredited university shall be placed on the column.

Step 24+: Beginning with the school year after a teacher reaches step 24 they shall share with other similarly situated teachers an additional \$100,000. In no event, however, shall an individual share exceed \$1,250. This shall be in addition to the base salary at step 24.

APPENDIX "A"
YEAR 2 2024-25
2% Increase

STEP	BA	BA15	BA30	MA	MA15	MA30	MA45	MA60	Edd/PhD MA75
1A	52,702	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113
1	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113	80,331
2	58,250	61,025	63,797	67,460	70,678	73,897	77,113	80,331	83,551
3	61,025	63,797	66,573	70,678	73,897	77,113	80,331	83,551	86,768
4	63,797	66,573	69,347	73,897	77,113	80,331	83,551	86,768	89,986
5	66,573	69,347	72,120	77,113	80,331	83,551	86,768	89,986	93,205
6	69,347	72,120	74,896	80,331	83,551	86,768	89,986	93,205	96,423
7	72,120	74,896	77,669	83,551	86,768	89,986	93,205	96,423	99,640
8	74,896	77,669	80,442	86,768	89,986	93,205	96,423	99,640	102,858
9	77,669	80,442	83,217	89,986	93,205	96,423	99,640	102,858	106,076
10	80,442	83,217	85,990	93,205	96,423	99,640	102,858	106,076	109,294
11	83,217	85,990	88,764	96,423	99,640	102,858	106,076	109,294	112,511
12	85,990	88,764	91,539	99,640	102,858	106,076	109,294	112,511	115,729
13	88,764	91,539	94,312	102,858	106,076	109,294	112,511	115,729	118,948
14	91,539	94,312	97,087	106,076	109,294	112,511	115,729	118,948	122,165
15	94,312	97,087	99,861	109,294	112,511	115,729	118,948	122,165	125,382
16	97,087	99,861	102,634	112,511	115,729	118,948	122,165	125,382	128,602
17	99,861	102,634	105,409	115,729	118,948	122,165	125,382	128,602	131,819
18	102,634	105,409	108,182	118,948	122,165	125,382	128,602	131,819	135,037
19	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
20	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
21	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
22	108,182	110,957	113,730	125,382	128,602	131,819	135,037	138,255	141,473
23	110,957	113,730	116,505	128,602	131,819	135,037	138,255	141,473	144,691
24	113,730	116,505	119,279	131,819	135,037	138,255	141,473	144,691	147,908

Step 1A (new hire) is determined by subtracting the difference between step 1 and step 2 from step 1.

Teachers may move to the **MA+75** column based on credits earned after July 1, 1988 only, such credits shall be limited to graduate credits taken at an accredited university in the teacher's area of certification and other coursework approved at the sole discretion of the Superintendent.

No in-service courses or other coursework taken prior to September 1, 1988 shall be used for movement onto this column. Those members of the unit with an EdD/PhD from an accredited university shall be placed on the column.

Step 24+: Beginning with the school year after a teacher reaches step 24 they shall share with other similarly situated teachers an additional \$100,000. In no event, however, shall an individual share exceed \$1,250. This shall be in addition to the base salary at step 24.

APPENDIX "A"									
YEAR 3 2025-26									
Increase TBD									
STEP	BA	BA15	BA30	MA	MA15	MA30	MA45	MA60	EdD/PhD MA75
1A	52,702	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113
1	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113	80,331
2	58,250	61,025	63,797	67,460	70,678	73,897	77,113	80,331	83,551
3	61,025	63,797	66,573	70,678	73,897	77,113	80,331	83,551	86,768
4	63,797	66,573	69,347	73,897	77,113	80,331	83,551	86,768	89,986
5	66,573	69,347	72,120	77,113	80,331	83,551	86,768	89,986	93,205
6	69,347	72,120	74,896	80,331	83,551	86,768	89,986	93,205	96,423
7	72,120	74,896	77,669	83,551	86,768	89,986	93,205	96,423	99,640
8	74,896	77,669	80,442	86,768	89,986	93,205	96,423	99,640	102,858
9	77,669	80,442	83,217	89,986	93,205	96,423	99,640	102,858	106,076
10	80,442	83,217	85,990	93,205	96,423	99,640	102,858	106,076	109,294
11	83,217	85,990	88,764	96,423	99,640	102,858	106,076	109,294	112,511
12	85,990	88,764	91,539	99,640	102,858	106,076	109,294	112,511	115,729
13	88,764	91,539	94,312	102,858	106,076	109,294	112,511	115,729	118,948
14	91,539	94,312	97,087	106,076	109,294	112,511	115,729	118,948	122,165
15	94,312	97,087	99,861	109,294	112,511	115,729	118,948	122,165	125,382
16	97,087	99,861	102,634	112,511	115,729	118,948	122,165	125,382	128,602
17	99,861	102,634	105,409	115,729	118,948	122,165	125,382	128,602	131,819
18	102,634	105,409	108,182	118,948	122,165	125,382	128,602	131,819	135,037
19	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
20	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
21	108,182	110,957	113,730	125,382	128,602	131,819	135,037	138,255	141,473
22	110,957	113,730	116,505	128,602	131,819	135,037	138,255	141,473	144,691
23	113,730	116,505	119,279	131,819	135,037	138,255	141,473	144,691	147,908
24	116,005	118,836	121,664	134,455	137,738	141,020	144,302	147,585	150,866

Step 1A (new hire) is determined by subtracting the difference between step 1 and step 2 from step 1.

Teachers may move to the **MA+75** column based on credits earned after July 1, 1988 only, such credits shall be limited to graduate credits taken at an accredited university in the teacher's area of certification and other coursework approved at the sole discretion of the Superintendent.

No in-service courses or other coursework taken prior to September 1, 1988 shall be used for movement onto this column. Those members of the unit with an EdD/PhD from an accredited university shall be placed on the column.

Step 24+: Beginning with the school year after a teacher reaches step 24 they shall share with other similarly situated teachers an additional \$100,000. In no event, however, shall an individual share exceed \$1,250. This shall be in addition to the base salary at step 24.

APPENDIX "A"									
YEAR 4 2026-27									
Increase TBD									
STEP	BA	BA15	BA30	MA	MA15	MA30	MA45	MA60	EdD/PhD MA75
1A	52,702	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113
1	55,477	58,250	61,025	64,242	67,460	70,678	73,897	77,113	80,331
2	58,250	61,025	63,797	67,460	70,678	73,897	77,113	80,331	83,551
3	61,025	63,797	66,573	70,678	73,897	77,113	80,331	83,551	86,768
4	63,797	66,573	69,347	73,897	77,113	80,331	83,551	86,768	89,986
5	66,573	69,347	72,120	77,113	80,331	83,551	86,768	89,986	93,205
6	69,347	72,120	74,896	80,331	83,551	86,768	89,986	93,205	96,423
7	72,120	74,896	77,669	83,551	86,768	89,986	93,205	96,423	99,640
8	74,896	77,669	80,442	86,768	89,986	93,205	96,423	99,640	102,858
9	77,669	80,442	83,217	89,986	93,205	96,423	99,640	102,858	106,076
10	80,442	83,217	85,990	93,205	96,423	99,640	102,858	106,076	109,294
11	83,217	85,990	88,764	96,423	99,640	102,858	106,076	109,294	112,511
12	85,990	88,764	91,539	99,640	102,858	106,076	109,294	112,511	115,729
13	88,764	91,539	94,312	102,858	106,076	109,294	112,511	115,729	118,948
14	91,539	94,312	97,087	106,076	109,294	112,511	115,729	118,948	122,165
15	94,312	97,087	99,861	109,294	112,511	115,729	118,948	122,165	125,382
16	97,087	99,861	102,634	112,511	115,729	118,948	122,165	125,382	128,602
17	99,861	102,634	105,409	115,729	118,948	122,165	125,382	128,602	131,819
18	102,634	105,409	108,182	118,948	122,165	125,382	128,602	131,819	135,037
19	105,409	108,182	110,957	122,165	125,382	128,602	131,819	135,037	138,255
20	108,182	110,957	113,730	125,382	128,602	131,819	135,037	138,255	141,473
21	110,957	113,730	116,505	128,602	131,819	135,037	138,255	141,473	144,691
22	113,730	116,505	119,279	131,819	135,037	138,255	141,473	144,691	147,908
23	116,005	118,836	121,664	134,455	137,738	141,020	144,302	147,585	150,866
24	118,325	121,212	124,098	137,144	140,492	143,840	147,188	150,537	153,884

Step 1A (new hire) is determined by subtracting the difference between step 1 and step 2 from step 1.

Teachers may move to the **MA+75** column based on credits earned after July 1, 1988 only, such credits shall be limited to graduate credits taken at an accredited university in the teacher's area of certification and other coursework approved at the sole discretion of the Superintendent.

No in-service courses or other coursework taken prior to September 1, 1988 shall be used for movement onto this column. Those members of the unit with an EdD/PhD from an accredited university shall be placed on the column.

Step 24+: Beginning with the school year after a teacher reaches step 24 they shall share with other similarly situated teachers an additional \$100,000. In no event, however, shall an individual share exceed \$1,250. This shall be in addition to the base salary at step 24.

APPENDIX "B"
LEAD TEACHER STIPENDS
PERCENTAGE SCHEDULES

DEPARTMENT SIZE OF 1-10

STEP	BA30	BA60/MA	MA15	MA30	MA45	MA60	MA75/EdD
1	0.050	0.060	0.070	0.080	0.090	0.100	0.110
2	0.055	0.065	0.075	0.085	0.095	0.105	0.115
3	0.060	0.070	0.080	0.090	0.100	0.110	0.120
4	0.065	0.075	0.085	0.095	0.105	0.115	0.125
5	0.070	0.080	0.090	0.100	0.110	0.120	0.130
6	0.075	0.085	0.095	0.105	0.115	0.125	0.135
7	0.080	0.090	0.100	0.110	0.120	0.130	0.140
8	0.085	0.095	0.105	0.115	0.125	0.135	0.145
9	0.090	0.100	0.110	0.120	0.130	0.140	0.150
10	0.095	0.105	0.115	0.125	0.135	0.145	0.155
11	0.100	0.110	0.120	0.130	0.140	0.150	0.160
12	0.105	0.115	0.125	0.135	0.145	0.155	0.165
13	0.110	0.120	0.130	0.140	0.150	0.160	0.170
14	0.115	0.125	0.135	0.145	0.155	0.165	0.175
15	0.120	0.130	0.140	0.150	0.160	0.170	0.180

DEPARTMENT SIZE OF 21-30

STEP	BA30	BA60/MA	MA15	MA30	MA45	MA60	MA75/EdD
1	0.080	0.090	0.100	0.110	0.120	0.130	0.140
2	0.085	0.095	0.105	0.115	0.125	0.135	0.145
3	0.090	0.100	0.110	0.120	0.130	0.140	0.150
4	0.095	0.105	0.115	0.125	0.135	0.145	0.155
5	0.100	0.110	0.120	0.130	0.140	0.150	0.160
6	0.105	0.115	0.125	0.135	0.145	0.155	0.165
7	0.110	0.120	0.130	0.140	0.150	0.160	0.170
8	0.115	0.125	0.135	0.145	0.155	0.165	0.175
9	0.120	0.130	0.140	0.150	0.160	0.170	0.180
10	0.125	0.135	0.145	0.155	0.165	0.175	0.185
11	0.130	0.140	0.150	0.160	0.170	0.180	0.190
12	0.135	0.145	0.155	0.165	0.175	0.185	0.195
13	0.140	0.150	0.160	0.170	0.180	0.190	0.200
14	0.145	0.155	0.165	0.175	0.185	0.195	0.205
15	0.150	0.160	0.170	0.180	0.190	0.200	0.210

DEPARTMENT SIZE OF 11-20

STEP	BA30	BA60/MA	MA15	MA30	MA45	MA60	MA75/EdD
1	0.065	0.075	0.085	0.095	0.105	0.115	0.125
2	0.070	0.080	0.090	0.100	0.110	0.120	0.130
3	0.075	0.085	0.095	0.105	0.115	0.125	0.135
4	0.080	0.090	0.100	0.110	0.120	0.130	0.140
5	0.085	0.095	0.105	0.115	0.125	0.135	0.145
6	0.090	0.100	0.110	0.120	0.130	0.140	0.150
7	0.095	0.105	0.115	0.125	0.135	0.145	0.155
8	0.100	0.110	0.120	0.130	0.140	0.150	0.160
9	0.105	0.115	0.125	0.135	0.145	0.155	0.165
10	0.110	0.120	0.130	0.140	0.150	0.160	0.170
11	0.115	0.125	0.135	0.145	0.155	0.165	0.175
12	0.120	0.130	0.140	0.150	0.160	0.170	0.180
13	0.125	0.135	0.145	0.155	0.165	0.175	0.185
14	0.130	0.140	0.150	0.160	0.170	0.180	0.190
15	0.135	0.145	0.155	0.165	0.175	0.185	0.195

DEPARTMENT SIZE OF 31 PLUS

STEP	BA30	BA60/MA	MA15	MA30	MA45	MA60	MA75/EdD
1	0.095	0.105	0.115	0.125	0.135	0.145	0.155
2	0.100	0.110	0.120	0.130	0.140	0.150	0.160
3	0.105	0.115	0.125	0.135	0.145	0.155	0.165
4	0.110	0.120	0.130	0.140	0.150	0.160	0.170
5	0.115	0.125	0.135	0.145	0.155	0.165	0.175
6	0.120	0.130	0.140	0.150	0.160	0.170	0.180
7	0.125	0.135	0.145	0.155	0.165	0.175	0.185
8	0.130	0.140	0.150	0.160	0.170	0.180	0.190
9	0.135	0.145	0.155	0.165	0.175	0.185	0.195
10	0.140	0.150	0.160	0.170	0.180	0.190	0.200
11	0.145	0.155	0.165	0.175	0.185	0.195	0.205
12	0.150	0.160	0.170	0.180	0.190	0.200	0.210
13	0.155	0.165	0.175	0.185	0.195	0.205	0.215
14	0.160	0.170	0.180	0.190	0.200	0.210	0.220
15	0.165	0.175	0.185	0.195	0.205	0.215	0.225

In addition to the scheduled salaries Lead Teachers will receive a stipend according to the size of their department, education level and years of service as a Lead Teacher with West Islip School District.

- 1) The stipend shall be based on step 3, level MA of the teacher's schedule, and
 - a) indexed at 1% in seven columns by education credit up to 9%
 - b) indexed at 1.5% in five steps by size of department up to 6%
 - c) indexed at .5% for each year of service as Lead Teacher with West Islip UFSD up to and including 15 years, (7.5%)

APPENDIX "B"
LEAD TEACHER STIPENDS
2023-24

STEP 3, MA = 69,292

DEPARTMENT SIZE OF 1-10

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	3,465	4,158	4,850	5,543	6,236	6,929	7,622
2	3,811	4,504	5,197	5,890	6,583	7,276	7,969
3	4,158	4,850	5,543	6,236	6,929	7,622	8,315
4	4,504	5,197	5,890	6,583	7,276	7,969	8,662
5	4,850	5,543	6,236	6,929	7,622	8,315	9,008
6	5,197	5,890	6,583	7,276	7,969	8,662	9,354
7	5,543	6,236	6,929	7,622	8,315	9,008	9,701
8	5,890	6,583	7,276	7,969	8,662	9,354	10,047
9	6,236	6,929	7,622	8,315	9,008	9,701	10,394
10	6,583	7,276	7,969	8,662	9,354	10,047	10,740
11	6,929	7,622	8,315	9,008	9,701	10,394	11,087
12	7,276	7,969	8,662	9,354	10,047	10,740	11,433
13	7,622	8,315	9,008	9,701	10,394	11,087	11,780
14	7,969	8,662	9,354	10,047	10,740	11,433	12,126
15	8,315	9,008	9,701	10,394	11,087	11,780	12,473

DEPARTMENT SIZE OF 21-30

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	5,543	6,236	6,929	7,622	8,315	9,008	9,701
2	5,890	6,583	7,276	7,969	8,662	9,354	10,047
3	6,236	6,929	7,622	8,315	9,008	9,701	10,394
4	6,583	7,276	7,969	8,662	9,354	10,047	10,740
5	6,929	7,622	8,315	9,008	9,701	10,394	11,087
6	7,276	7,969	8,662	9,354	10,047	10,740	11,433
7	7,622	8,315	9,008	9,701	10,394	11,087	11,780
8	7,969	8,662	9,354	10,047	10,740	11,433	12,126
9	8,315	9,008	9,701	10,394	11,087	11,780	12,473
10	8,662	9,354	10,047	10,740	11,433	12,126	12,819
11	9,008	9,701	10,394	11,087	11,780	12,473	13,165
12	9,354	10,047	10,740	11,433	12,126	12,819	13,512
13	9,701	10,394	11,087	11,780	12,473	13,165	13,858
14	10,047	10,740	11,433	12,126	12,819	13,512	14,205
15	10,394	11,087	11,780	12,473	13,165	13,858	14,551

DEPARTMENT SIZE OF 11-20

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	4,504	5,197	5,890	6,583	7,276	7,969	8,662
2	4,850	5,543	6,236	6,929	7,622	8,315	9,008
3	5,197	5,890	6,583	7,276	7,969	8,662	9,354
4	5,543	6,236	6,929	7,622	8,315	9,008	9,701
5	5,890	6,583	7,276	7,969	8,662	9,354	10,047
6	6,236	6,929	7,622	8,315	9,008	9,701	10,394
7	6,583	7,276	7,969	8,662	9,354	10,047	10,740
8	6,929	7,622	8,315	9,008	9,701	10,394	11,087
9	7,276	7,969	8,662	9,354	10,047	10,740	11,433
10	7,622	8,315	9,008	9,701	10,394	11,087	11,780
11	7,969	8,662	9,354	10,047	10,740	11,433	12,126
12	8,315	9,008	9,701	10,394	11,087	11,780	12,473
13	8,662	9,354	10,047	10,740	11,433	12,126	12,819
14	9,008	9,701	10,394	11,087	11,780	12,473	13,165
15	9,354	10,047	10,740	11,433	12,126	12,819	13,512

DEPARTMENT SIZE OF 31 PLUS

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	6,583	7,276	7,969	8,662	9,354	10,047	10,740
2	6,929	7,622	8,315	9,008	9,701	10,394	11,087
3	7,276	7,969	8,662	9,354	10,047	10,740	11,433
4	7,622	8,315	9,008	9,701	10,394	11,087	11,780
5	7,969	8,662	9,354	10,047	10,740	11,433	12,126
6	8,315	9,008	9,701	10,394	11,087	11,780	12,473
7	8,662	9,354	10,047	10,740	11,433	12,126	12,819
8	9,008	9,701	10,394	11,087	11,780	12,473	13,165
9	9,354	10,047	10,740	11,433	12,126	12,819	13,512
10	9,701	10,394	11,087	11,780	12,473	13,165	13,858
11	10,047	10,740	11,433	12,126	12,819	13,512	14,205
12	10,394	11,087	11,780	12,473	13,165	13,858	14,551
13	10,740	11,433	12,126	12,819	13,512	14,205	14,898
14	11,087	11,780	12,473	13,165	13,858	14,551	15,244
15	11,433	12,126	12,819	13,512	14,205	14,898	15,591

APPENDIX "B"
LEAD TEACHER STIPENDS
2024-25

STEP 3, MA = 70,678

DEPARTMENT SIZE OF 1-10

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	3,534	4,241	4,947	5,654	6,361	7,068	7,775
2	3,887	4,594	5,301	6,008	6,714	7,421	8,128
3	4,241	4,947	5,654	6,361	7,068	7,775	8,481
4	4,594	5,301	6,008	6,714	7,421	8,128	8,835
5	4,947	5,654	6,361	7,068	7,775	8,481	9,188
6	5,301	6,008	6,714	7,421	8,128	8,835	9,542
7	5,654	6,361	7,068	7,775	8,481	9,188	9,895
8	6,008	6,714	7,421	8,128	8,835	9,542	10,248
9	6,361	7,068	7,775	8,481	9,188	9,895	10,602
10	6,714	7,421	8,128	8,835	9,542	10,248	10,955
11	7,068	7,775	8,481	9,188	9,895	10,602	11,308
12	7,421	8,128	8,835	9,542	10,248	10,955	11,662
13	7,775	8,481	9,188	9,895	10,602	11,308	12,015
14	8,128	8,835	9,542	10,248	10,955	11,662	12,369
15	8,481	9,188	9,895	10,602	11,308	12,015	12,722

DEPARTMENT SIZE OF 21-30

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	5,654	6,361	7,068	7,775	8,481	9,188	9,895
2	6,008	6,714	7,421	8,128	8,835	9,542	10,248
3	6,361	7,068	7,775	8,481	9,188	9,895	10,602
4	6,714	7,421	8,128	8,835	9,542	10,248	10,955
5	7,068	7,775	8,481	9,188	9,895	10,602	11,308
6	7,421	8,128	8,835	9,542	10,248	10,955	11,662
7	7,775	8,481	9,188	9,895	10,602	11,308	12,015
8	8,128	8,835	9,542	10,248	10,955	11,662	12,369
9	8,481	9,188	9,895	10,602	11,308	12,015	12,722
10	8,835	9,542	10,248	10,955	11,662	12,369	13,075
11	9,188	9,895	10,602	11,308	12,015	12,722	13,429
12	9,542	10,248	10,955	11,662	12,369	13,075	13,782
13	9,895	10,602	11,308	12,015	12,722	13,429	14,136
14	10,248	10,955	11,662	12,369	13,075	13,782	14,489
15	10,602	11,308	12,015	12,722	13,429	14,136	14,842

DEPARTMENT SIZE OF 11-20

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	4,594	5,301	6,008	6,714	7,421	8,128	8,835
2	4,947	5,654	6,361	7,068	7,775	8,481	9,188
3	5,301	6,008	6,714	7,421	8,128	8,835	9,542
4	5,654	6,361	7,068	7,775	8,481	9,188	9,895
5	6,008	6,714	7,421	8,128	8,835	9,542	10,248
6	6,361	7,068	7,775	8,481	9,188	9,895	10,602
7	6,714	7,421	8,128	8,835	9,542	10,248	10,955
8	7,068	7,775	8,481	9,188	9,895	10,602	11,308
9	7,421	8,128	8,835	9,542	10,248	10,955	11,662
10	7,775	8,481	9,188	9,895	10,602	11,308	12,015
11	8,128	8,835	9,542	10,248	10,955	11,662	12,369
12	8,481	9,188	9,895	10,602	11,308	12,015	12,722
13	8,835	9,542	10,248	10,955	11,662	12,369	13,075
14	9,188	9,895	10,602	11,308	12,015	12,722	13,429
15	9,542	10,248	10,955	11,662	12,369	13,075	13,782

DEPARTMENT SIZE OF 31 PLUS

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	6,714	7,421	8,128	8,835	9,542	10,248	10,955
2	7,068	7,775	8,481	9,188	9,895	10,602	11,308
3	7,421	8,128	8,835	9,542	10,248	10,955	11,662
4	7,775	8,481	9,188	9,895	10,602	11,308	12,015
5	8,128	8,835	9,542	10,248	10,955	11,662	12,369
6	8,481	9,188	9,895	10,602	11,308	12,015	12,722
7	8,835	9,542	10,248	10,955	11,662	12,369	13,075
8	9,188	9,895	10,602	11,308	12,015	12,722	13,429
9	9,542	10,248	10,955	11,662	12,369	13,075	13,782
10	9,895	10,602	11,308	12,015	12,722	13,429	14,136
11	10,248	10,955	11,662	12,369	13,075	13,782	14,489
12	10,602	11,308	12,015	12,722	13,429	14,136	14,842
13	10,955	11,662	12,369	13,075	13,782	14,489	15,196
14	11,308	12,015	12,722	13,429	14,136	14,842	15,549
15	11,662	12,369	13,075	13,782	14,489	15,196	15,903

APPENDIX "B"
LEAD TEACHER STIPENDS
2025-26

STEP 3, MA = 70,678

DEPARTMENT SIZE OF 1-10

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	3,534	4,241	4,947	5,654	6,361	7,068	7,775
2	3,887	4,594	5,301	6,008	6,714	7,421	8,128
3	4,241	4,947	5,654	6,361	7,068	7,775	8,481
4	4,594	5,301	6,008	6,714	7,421	8,128	8,835
5	4,947	5,654	6,361	7,068	7,775	8,481	9,188
6	5,301	6,008	6,714	7,421	8,128	8,835	9,542
7	5,654	6,361	7,068	7,775	8,481	9,188	9,895
8	6,008	6,714	7,421	8,128	8,835	9,542	10,248
9	6,361	7,068	7,775	8,481	9,188	9,895	10,602
10	6,714	7,421	8,128	8,835	9,542	10,248	10,955
11	7,068	7,775	8,481	9,188	9,895	10,602	11,308
12	7,421	8,128	8,835	9,542	10,248	10,955	11,662
13	7,775	8,481	9,188	9,895	10,602	11,308	12,015
14	8,128	8,835	9,542	10,248	10,955	11,662	12,369
15	8,481	9,188	9,895	10,602	11,308	12,015	12,722

DEPARTMENT SIZE OF 21-30

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	5,654	6,361	7,068	7,775	8,481	9,188	9,895
2	6,008	6,714	7,421	8,128	8,835	9,542	10,248
3	6,361	7,068	7,775	8,481	9,188	9,895	10,602
4	6,714	7,421	8,128	8,835	9,542	10,248	10,955
5	7,068	7,775	8,481	9,188	9,895	10,602	11,308
6	7,421	8,128	8,835	9,542	10,248	10,955	11,662
7	7,775	8,481	9,188	9,895	10,602	11,308	12,015
8	8,128	8,835	9,542	10,248	10,955	11,662	12,369
9	8,481	9,188	9,895	10,602	11,308	12,015	12,722
10	8,835	9,542	10,248	10,955	11,662	12,369	13,075
11	9,188	9,895	10,602	11,308	12,015	12,722	13,429
12	9,542	10,248	10,955	11,662	12,369	13,075	13,782
13	9,895	10,602	11,308	12,015	12,722	13,429	14,136
14	10,248	10,955	11,662	12,369	13,075	13,782	14,489
15	10,602	11,308	12,015	12,722	13,429	14,136	14,842

DEPARTMENT SIZE OF 11-20

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	4,594	5,301	6,008	6,714	7,421	8,128	8,835
2	4,947	5,654	6,361	7,068	7,775	8,481	9,188
3	5,301	6,008	6,714	7,421	8,128	8,835	9,542
4	5,654	6,361	7,068	7,775	8,481	9,188	9,895
5	6,008	6,714	7,421	8,128	8,835	9,542	10,248
6	6,361	7,068	7,775	8,481	9,188	9,895	10,602
7	6,714	7,421	8,128	8,835	9,542	10,248	10,955
8	7,068	7,775	8,481	9,188	9,895	10,602	11,308
9	7,421	8,128	8,835	9,542	10,248	10,955	11,662
10	7,775	8,481	9,188	9,895	10,602	11,308	12,015
11	8,128	8,835	9,542	10,248	10,955	11,662	12,369
12	8,481	9,188	9,895	10,602	11,308	12,015	12,722
13	8,835	9,542	10,248	10,955	11,662	12,369	13,075
14	9,188	9,895	10,602	11,308	12,015	12,722	13,429
15	9,542	10,248	10,955	11,662	12,369	13,075	13,782

DEPARTMENT SIZE OF 31 PLUS

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	6,714	7,421	8,128	8,835	9,542	10,248	10,955
2	7,068	7,775	8,481	9,188	9,895	10,602	11,308
3	7,421	8,128	8,835	9,542	10,248	10,955	11,662
4	7,775	8,481	9,188	9,895	10,602	11,308	12,015
5	8,128	8,835	9,542	10,248	10,955	11,662	12,369
6	8,481	9,188	9,895	10,602	11,308	12,015	12,722
7	8,835	9,542	10,248	10,955	11,662	12,369	13,075
8	9,188	9,895	10,602	11,308	12,015	12,722	13,429
9	9,542	10,248	10,955	11,662	12,369	13,075	13,782
10	9,895	10,602	11,308	12,015	12,722	13,429	14,136
11	10,248	10,955	11,662	12,369	13,075	13,782	14,489
12	10,602	11,308	12,015	12,722	13,429	14,136	14,842
13	10,955	11,662	12,369	13,075	13,782	14,489	15,196
14	11,308	12,015	12,722	13,429	14,136	14,842	15,549
15	11,662	12,369	13,075	13,782	14,489	15,196	15,903

APPENDIX "B"
LEAD TEACHER STIPENDS
2026-27

STEP 3, MA = 70,678

DEPARTMENT SIZE OF 1-10

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	3,534	4,241	4,947	5,654	6,361	7,068	7,775
2	3,887	4,594	5,301	6,008	6,714	7,421	8,128
3	4,241	4,947	5,654	6,361	7,068	7,775	8,481
4	4,594	5,301	6,008	6,714	7,421	8,128	8,835
5	4,947	5,654	6,361	7,068	7,775	8,481	9,188
6	5,301	6,008	6,714	7,421	8,128	8,835	9,542
7	5,654	6,361	7,068	7,775	8,481	9,188	9,895
8	6,008	6,714	7,421	8,128	8,835	9,542	10,248
9	6,361	7,068	7,775	8,481	9,188	9,895	10,602
10	6,714	7,421	8,128	8,835	9,542	10,248	10,955
11	7,068	7,775	8,481	9,188	9,895	10,602	11,308
12	7,421	8,128	8,835	9,542	10,248	10,955	11,662
13	7,775	8,481	9,188	9,895	10,602	11,308	12,015
14	8,128	8,835	9,542	10,248	10,955	11,662	12,369
15	8,481	9,188	9,895	10,602	11,308	12,015	12,722

DEPARTMENT SIZE OF 21-30

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	5,654	6,361	7,068	7,775	8,481	9,188	9,895
2	6,008	6,714	7,421	8,128	8,835	9,542	10,248
3	6,361	7,068	7,775	8,481	9,188	9,895	10,602
4	6,714	7,421	8,128	8,835	9,542	10,248	10,955
5	7,068	7,775	8,481	9,188	9,895	10,602	11,308
6	7,421	8,128	8,835	9,542	10,248	10,955	11,662
7	7,775	8,481	9,188	9,895	10,602	11,308	12,015
8	8,128	8,835	9,542	10,248	10,955	11,662	12,369
9	8,481	9,188	9,895	10,602	11,308	12,015	12,722
10	8,835	9,542	10,248	10,955	11,662	12,369	13,075
11	9,188	9,895	10,602	11,308	12,015	12,722	13,429
12	9,542	10,248	10,955	11,662	12,369	13,075	13,782
13	9,895	10,602	11,308	12,015	12,722	13,429	14,136
14	10,248	10,955	11,662	12,369	13,075	13,782	14,489
15	10,602	11,308	12,015	12,722	13,429	14,136	14,842

DEPARTMENT SIZE OF 11-20

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	4,594	5,301	6,008	6,714	7,421	8,128	8,835
2	4,947	5,654	6,361	7,068	7,775	8,481	9,188
3	5,301	6,008	6,714	7,421	8,128	8,835	9,542
4	5,654	6,361	7,068	7,775	8,481	9,188	9,895
5	6,008	6,714	7,421	8,128	8,835	9,542	10,248
6	6,361	7,068	7,775	8,481	9,188	9,895	10,602
7	6,714	7,421	8,128	8,835	9,542	10,248	10,955
8	7,068	7,775	8,481	9,188	9,895	10,602	11,308
9	7,421	8,128	8,835	9,542	10,248	10,955	11,662
10	7,775	8,481	9,188	9,895	10,602	11,308	12,015
11	8,128	8,835	9,542	10,248	10,955	11,662	12,369
12	8,481	9,188	9,895	10,602	11,308	12,015	12,722
13	8,835	9,542	10,248	10,955	11,662	12,369	13,075
14	9,188	9,895	10,602	11,308	12,015	12,722	13,429
15	9,542	10,248	10,955	11,662	12,369	13,075	13,782

DEPARTMENT SIZE OF 31 PLUS

STEP	BA30	MA	MA15	MA30	MA45	MA60	MA75/EdD
1	6,714	7,421	8,128	8,835	9,542	10,248	10,955
2	7,068	7,775	8,481	9,188	9,895	10,602	11,308
3	7,421	8,128	8,835	9,542	10,248	10,955	11,662
4	7,775	8,481	9,188	9,895	10,602	11,308	12,015
5	8,128	8,835	9,542	10,248	10,955	11,662	12,369
6	8,481	9,188	9,895	10,602	11,308	12,015	12,722
7	8,835	9,542	10,248	10,955	11,662	12,369	13,075
8	9,188	9,895	10,602	11,308	12,015	12,722	13,429
9	9,542	10,248	10,955	11,662	12,369	13,075	13,782
10	9,895	10,602	11,308	12,015	12,722	13,429	14,136
11	10,248	10,955	11,662	12,369	13,075	13,782	14,489
12	10,602	11,308	12,015	12,722	13,429	14,136	14,842
13	10,955	11,662	12,369	13,075	13,782	14,489	15,196
14	11,308	12,015	12,722	13,429	14,136	14,842	15,549
15	11,662	12,369	13,075	13,782	14,489	15,196	15,903

APPENDIX "B"

1. Provision shall be made for clerical services to be shared by all lead teachers.
2. Funds shall be appropriated for lead teacher's attendance at national subject area conventions held in eastern U.S.
3. It is recommended that the class level of lead teacher should be as follows:

Size of department

- 1-10 - no more than 3 classes per day
- 11-20 - no more than 2 classes per day
- 21 - no more than 1 class per day

4. A written report on the final disposition of all budget requests and all purchase requisitions will be made to each lead teacher as soon as possible after the presentation of such budget requests.
5. Lead Teachers may at their option work two (2) days prior to the teachers' first day of work and two (2) days after the teachers' work year ends and shall be paid on a per diem basis, $\frac{1}{200}^{\text{th}}$, of their annual salary for the additional days. If the building principals, lead teachers and Superintendent mutually agree on the need to complete certain projects in a given department prior to the opening of the new school year such as the completion of work on approved curriculum projects begun during the year and necessary for the opening of school, then a specified period of compensated time of not more than two (2) weeks after July 1 and before August 31 shall be set aside.

APPENDIX "C"

GUIDANCE COUNSELORS SALARY DIFFERENTIAL AND OTHER EMPLOYEE STIPENDS

- A. Full time Guidance Counselors shall receive a differential of .06 of the individual counselors' yearly salary.
- B. Budgeted funds for guidance orientated conferences and college visitations shall be provided.
- C. The guidance counselor's minimum daily hours shall be forty-five (45) minutes longer than the classroom teacher.
- D. Guidance Counselors requested to come in after the teacher school calendar year will receive daily compensation at the rate of 1/200th of their annual pay.

APPENDIX "D" - ATHLETIC COACHES

	2023-24	2024-25	2025-26	2026-27
BASEBALL				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
JV / JV2	5,902	6,020	6,140	6,263
Freshman (JV9)	4,746	4,841	4,938	5,037
7-8 Udall & Beach	4,191	4,275	4,361	4,448
BASKETBALL				
Varsity	8,897	9,075	9,257	9,442
Varsity Assistant	6,529	6,660	6,793	6,929
JV / JV2	6,529	6,660	6,793	6,929
Freshman (JV9)	4,746	4,841	4,938	5,037
7-8 Udall & Beach	4,191	4,275	4,361	4,448
BOWLING				
Varsity	5,526	5,637	5,750	5,865
CHEERING (per season)				
Varsity	6,446	6,575	6,707	6,841
JV / JV2	4,837	4,934	5,033	5,134
Freshman (JV9)	4,746	4,841	4,938	5,037
7-8 Udall & Beach	4,191	4,275	4,361	4,448
CROSS COUNTRY				
Varsity	6,446	6,575	6,707	6,841
7-8 Udall & Beach	4,191	4,275	4,361	4,448
FIELD HOCKEY				
Varsity	7,200	7,344	7,491	7,641
Varsity Assistant	5,401	5,509	5,619	5,731
JV / JV2	5,401	5,509	5,619	5,731
7-8 Udall & Beach	4,191	4,275	4,361	4,448
FLAG FOOTBALL				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
FOOTBALL				
Varsity	9,549	9,740	9,935	10,134
Varsity Assistant	7,160	7,303	7,449	7,598
JV / JV2	7,160	7,303	7,449	7,598
JV / JV2 Assistant	6,206	6,330	6,457	6,586
Freshman (JV9)	5,728	5,843	5,960	6,079
Freshman (JV9) Asst.	5,253	5,358	5,465	5,574
7-8 Udall & Beach	4,609	4,701	4,795	4,891
7-8 Assistant	4,148	4,231	4,316	4,402
GOLF				
Varsity	6,446	6,575	6,707	6,841
JV / JV2	4,837	4,934	5,033	5,134
GYMNASTICS				
Varsity	7,200	7,344	7,491	7,641

APPENDIX "D" - ATHLETIC COACHES

	2023-24	2024-25	2025-26	2026-27
Varsity Assistant	5,401	5,509	5,619	5,731
7-8 Udall & Beach	4,191	4,275	4,361	4,448
KICKLINE				
Varsity	5,526	5,637	5,750	5,865
LACROSSE				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
JV / JV2	5,902	6,020	6,140	6,263
JV / JV2 Assistant	5,116	5,218	5,322	5,428
Freshman	4,746	4,841	4,938	5,037
Freshman Asst.	4,191	4,275	4,361	4,448
7-8 Udall & Beach	4,191	4,275	4,361	4,448
7-8 Assistant	3,898	3,976	4,056	4,137
SOCCER				
Varsity	7,200	7,344	7,491	7,641
Varsity Assistant	5,401	5,509	5,619	5,731
JV / JV2	5,401	5,509	5,619	5,731
7-8 Udall & Beach	4,191	4,275	4,361	4,448
SOFTBALL				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
JV / JV2	5,902	6,020	6,140	6,263
JV9	4,724	4,818	4,914	5,012
7-8 Udall & Beach	4,191	4,275	4,361	4,448
SWIMMING				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
7-8 Udall & Beach	4,191	4,275	4,361	4,448
7-8 Assistant	3,898	3,976	4,056	4,137
TENNIS				
Varsity	6,446	6,575	6,707	6,841
JV / JV2	4,837	4,934	5,033	5,134
7-8 Udall & Beach	4,191	4,275	4,361	4,448
TRACK				
Varsity	7,870	8,027	8,188	8,352
Assistant	5,902	6,020	6,140	6,263
7-8 Udall & Beach	4,191	4,275	4,361	4,448
7-8 Assistant	3,772	3,847	3,924	4,002
VOLLEYBALL				
Varsity	7,870	8,027	8,188	8,352
JV / JV2	5,902	6,020	6,140	6,263
7-8 Udall & Beach	4,191	4,275	4,361	4,448

APPENDIX "D" - ATHLETIC COACHES

	2023-24	2024-25	2025-26	2026-27
WRESTLING				
Varsity	8,897	9,075	9,257	9,442
JV / JV2	6,529	6,660	6,793	6,929
7-8 Udall & Beach	4,191	4,275	4,361	4,448
7-8 Assistant	3,898	3,976	4,056	4,137
WINTER TRACK				
Varsity	7,870	8,027	8,188	8,352
Varsity Assistant	5,902	6,020	6,140	6,263
Post Season Tournaments *	84.12	85.80	87.52	89.27

* Wage per day for coaches and assistant coaches appointed by the Board of Education to Varsity sports for games or events for which the team or individual has qualified to participate in post-season tournaments.

Coaching for cheerleading, for all levels, is a two (2) season commitment, with the above stipend applicable for each season.

All coaching stipends shall be paid in two (2) installments: one (1) at the half-way point; and one (1) upon completion.

COACHING COMMITMENTS

Upon satisfactory performance and satisfactory completion of all coaching contract obligations, coaching commitments shall be issued by the superintendent to the coaches in their respective sports within sixty (60) days following the termination of the sport in season.

INTRAMURALS

The intramurals program should attempt to meet student interests and needs through flexibility. To this end, it is agreed that:

1. The chairperson of the Physical Education Departments with input from teachers of his/her department, will provide ongoing reports to the Director of Physical Education and Athletics concerning the number of sessions and kinds of intramurals to be provided based upon student interest subject to approval of the Superintendent.
2. Intramurals could include:
 - a. team games, i.e. basketball, volleyball, etc.
 - b. individual and dual activities, i.e. badminton, ping pong, etc.
 - c. special interest, i.e. physical education
 - d. free play – open gyms, i.e. open gyms in the high school for supervised, but organized play for students who are unable to come to intramurals on a regular basis...not to exceed thirty (30) sessions a year.
3. A session is defined as a forty-five (45) minute activity period plus the necessary teacher supervision before and after each session. Each teacher employed to supervise a session shall be paid as referenced in Appendix E “Salaries for Other School Activities.”
4. Class equipment will be used.
5. Provision will be made for each school for the purchase of awards.
6. Compensation for teachers supervising elementary intramurals will be at the per sport rate as referenced in Appendix E “Salaries for Other School Activities”.
7. Total cost is appropriated annually for the secondary intramural program as reference in Appendix E “Salaries for Other School Activities”. Said cost to be monitored by the Physical Education Chairperson and the Athletic Director.
8. The number of teachers employed for each session shall be determined by the Superintendent.

APPENDIX "E"
SALARIES FOR OTHER SCHOOL ACTIVITIES

High School	2023-24	2024-25	2025-26	2026-27
Academic Decathlon	1,991	2,031	2,072	2,113
All District Jazz Ensemble	1,328	1,355	1,382	1,410
Asst. Director - Marching/Pep Band	2,787	2,843	2,900	2,958
Audio-Visual Club Director	3,050	3,111	3,173	3,236
Coordinator - One Act Plays	2,452	2,501	2,551	2,602
Costume Director (all productions)	3,180	3,244	3,309	3,375
Director - Flag Team	1,991	2,031	2,072	2,113
Director - Jazz Ensemble	3,118	3,180	3,244	3,309
Director - Marching/Pep Band	3,253	3,318	3,384	3,452
Director - Musical Play	2,452	2,501	2,551	2,602
Director - Senior Play	2,452	2,501	2,551	2,602
Director - Spring Play	2,452	2,501	2,551	2,602
Director- Children's Theater	2,452	2,501	2,551	2,602
Drama Coordinator	4,572	4,663	4,756	4,851
Extra-Curricular Treasurer	4,774	4,869	4,966	5,065
Freshman Class Advisors	2,401	2,449	2,498	2,548
Jazz Lab	1,991	2,031	2,072	2,113
Junior Class Advisors	3,446	3,515	3,585	3,657
Lion's Pride	2,787	2,843	2,900	2,958
Literary Magazine	2,521	2,571	2,622	2,674
Mathletes	1,656	1,689	1,723	1,757
Media Coordinator	2,521	2,571	2,622	2,674
Mock Trial	1,991	2,031	2,072	2,113
Model Congress	1,991	2,031	2,072	2,113
Music Director - Musical Production	2,452	2,501	2,551	2,602
National Honor Society	2,787	2,843	2,900	2,958
Newspaper	4,774	4,869	4,966	5,065
Official Clubs	1,140	1,163	1,186	1,210
Photographer: Newspaper/Yearbook	1,591	1,623	1,655	1,688
Pit Director	2,452	2,501	2,551	2,602
Robotics Team Advisor	4,554	4,645	4,738	4,833
SAT Proctoring/ session	82.83	84.49	86.18	87.90
School Store	2,521	2,571	2,622	2,674
Senior Advisorship (Olympiad, forensics, research)	1,656	1,689	1,723	1,757
Senior Class Advisors	3,980	4,060	4,141	4,224
Sets Director (all productions)	3,180	3,244	3,309	3,375
Sophomore Class Advisors	2,917	2,975	3,035	3,096
Student Senate	3,319	3,385	3,453	3,522
Unified Basketball Coordinator	1,991	2,031	2,072	2,113
Unified Basketball Assistant Coordinator	1,656	1,689	1,723	1,757
Webmaster	2,308	2,354	2,401	2,449
Yearbook	8,977	9,157	9,340	9,527

All extra activities and stipends except for supervision of after school activities, shall be paid in two (2) installments: one (1) at the half-way point; and one (1) upon completion.

APPENDIX "E"
SALARIES FOR OTHER SCHOOL ACTIVITIES

Miscellaneous		2023-24	2024-25	2025-26	2026-27
Homebound Instruction - per 45 minutes		52.54	53.59	54.66	55.75
Homebound Instruction - per hour		70.10	71.50	72.93	74.39
Independent Study Instruction - per hour	Article XXXII	70.10	71.50	72.93	74.39
Intramurals: Middle and High School - per 45 mins		60.07	61.27	62.50	63.75
Intramurals: Elementary - per sport (10 sessions)		600.47	612.48	624.73	637.22
Annual appropriation for secondary intramurals		42,007	42,847	43,704	44,578
Instructors for in-service training courses and parenting programs					
Per course hour (includes preparation and grading)		115.47	117.78	120.14	122.54
Curriculum Writing - per hour		41.26	42.09	42.93	43.79
District Requested Teacher Training - per day*		114.33	116.62	118.95	121.33
Summer School Instruction - per class	Article XVI	2,975	3,035	3,096	3,158
CSE/CPSE meetings (Summer) per hour	Article XVI	70.11	71.51	72.94	74.40
Small Group Instruction/Tutoring per hour	Article XXXI	87.49	89.24	91.02	92.84
Preferred Substitute (ISS) per day	Article XXIX	175.27	178.78	182.36	186.01
Supt Conference Day Lecture/Program-per hour		112.12	114.36	116.65	118.98
Audio Visual Coordinator stipend	Article XXXIII	4,302	4,388	4,476	4,566
Alternative High School - per course		10,095	10,297	10,503	10,713
Mentor Coordinator		1,608	1,640	1,673	1,706
Mentor		1,072	1,093	1,115	1,137

Grading of Tests	Grade	2023-24	2024-25	2025-26	2026-27
Global Studies RCT or Regents	10	10.49	10.70	10.91	11.13
US History RCT or Regents	11	10.49	10.70	10.91	11.13
RCT Writing	11	10.49	10.70	10.91	11.13
English Regents - Task 1, Task 2, Task 3, Task 4	11	10.49	10.70	10.91	11.13
Foreign Language Regents	10-12	10.49	10.70	10.91	11.13
Math A, Math 1R, Math 2R, Math 3R		10.49	10.70	10.91	11.13
Math or Science RCT	9	10.49	10.70	10.91	11.13
Chemistry Regents	11	10.49	10.70	10.91	11.13
Earth Science, Biology or Physics Regents	9-12	10.49	10.70	10.91	11.13
Math	4	10.49	10.70	10.91	11.13
Science	4	10.49	10.70	10.91	11.13
Math	8	10.49	10.70	10.91	11.13

Payment per reading of complete test. The grading of state mandated exams/tests of unassigned students, (which do not have to be team scored as per SED directions) will be voluntary. Additional tests and rates may be negotiated as needed, should SED circumstances dictate. In the event that there are no volunteers (or insufficient volunteers) from the subject and/or grade associated with the test to be scored, teachers will be assigned according to the appropriate grade level and subject area of the test coordinated with the teaching schedule of the grader. Where test grading guidelines require more than one (1) reading per exam or where the Superintendent of Schools provides prior authorization for more than one (1) reading for exams that do not require multiple readings, Teachers will be paid the per reading payment. When any team scored exam cannot be completely graded within the contractually established day, the Superintendent may authorize payment for scoring as delineated above.

APPENDIX "E"
SALARIES FOR OTHER SCHOOL ACTIVITIES

Middle Schools	2023-24	2024-25	2025-26	2026-27
Audio-Visual Club Director	2,253	2,298	2,344	2,391
Costume Director (all productions)	2,187	2,231	2,276	2,322
Drama Directors	2,452	2,501	2,551	2,602
G.O.	3,319	3,385	3,453	3,522
LEGO League Advisor	1,687	1,721	1,755	1,790
Literary Magazine	1,991	2,031	2,072	2,113
Mathletes	1,655	1,688	1,722	1,756
Music Director - Musical Production	2,187	2,231	2,276	2,322
National Junior Honor Society	1,591	1,623	1,655	1,688
Newspaper	2,870	2,927	2,986	3,046
Official Clubs (Article XXX)	1,140	1,163	1,186	1,210
Photographer: Newspaper/Yearbook	1,589	1,621	1,653	1,686
School Store	2,253	2,298	2,344	2,391
Science Olympiad	1,656	1,689	1,723	1,757
Sets Director (all productions)	2,187	2,231	2,276	2,322
Webmaster	1,849	1,886	1,924	1,962
Yearbook	2,787	2,843	2,900	2,958

Elementary Schools	2023-24	2024-25	2025-26	2026-27
All District Band	1,235	1,260	1,285	1,311
Building Drama Director	2,056	2,097	2,139	2,182
Combined Elementary Band	1,721	1,755	1,790	1,826
Combined Elementary Chorus	1,721	1,755	1,790	1,826
Combined Elementary Orchestra	1,721	1,755	1,790	1,826
Official Clubs (Article XXX)	1,140	1,163	1,186	1,210
Webmaster	1,540	1,571	1,602	1,634

Supervision of After School Activities - all buildings	2023-24	2024-25	2025-26	2026-27
Detention - per 45 minutes	38.58	39.35	40.14	40.94
Hall Duty Patrol - per hour	38.58	39.35	40.14	40.94
PSAT exam proctor	127.99	130.55	133.16	135.82
Supervision for games, dances, plays, etc.	85.33	87.04	88.78	90.56

APPENDIX "E"
SALARIES FOR OTHER SCHOOL ACTIVITIES

High School	2023-24	2024-25	2025-26	2026-27
Football				
Photographer/video tape / game	115.89	118.21	120.57	122.98
Game Announcer / game	96.39	98.32	100.29	102.30
Timer / game	96.39	98.32	100.29	102.30
Linesman / game	96.39	98.32	100.29	102.30
Ticker Taker / game	96.39	98.32	100.29	102.30
Reg. Supervision / game	96.39	98.32	100.29	102.30
Soccer				
Timer / game	85.33	87.04	88.78	90.56
Reg. Supervision / game	85.33	87.04	88.78	90.56
Basketball				
Timer - 1 game	85.33	87.04	88.78	90.56
Timer - 2 games**	128.31	130.88	133.50	136.17
Scorer - 1 game	85.33	87.04	88.78	90.56
Scorer - 2 games*	115.89	118.21	120.57	122.98
Ticket Taker - 1 game	85.33	87.04	88.78	90.56
Ticket Taker - 2 games*	115.89	118.21	120.57	122.98
Reg. Supervision - 1 game	85.33	87.04	88.78	90.56
Reg. Supervision - 2 games*	115.89	118.21	120.57	122.98
Wrestling				
Timer - 1 game	85.33	87.04	88.78	90.56
Timer - 2 games**	128.31	130.88	133.50	136.17
Ticket Taker - 1 game	85.33	87.04	88.78	90.56
Ticket Taker - 2 games*	115.89	118.21	120.57	122.98
Reg. Supervision - 1 game	85.33	87.04	88.78	90.56
Reg. Supervision - 2 games*	115.89	118.21	120.57	122.98
Lacrosse				
Timer / game	85.33	87.04	88.78	90.56
Reg. Supervision / game	85.33	87.04	88.78	90.56
Volleyball				
Scorer / game	85.33	87.04	88.78	90.56
Reg. Supervision / game	85.33	87.04	88.78	90.56
Video Taping - any contest except football	85.33	87.04	88.78	90.56
Equipment Coordinator - per season	1,280	1,306	1,332	1,348

Middle School	2023-24	2024-25	2025-26	2026-27
All Events - Reg. Supervision / game	85.33	87.04	88.78	90.56
Basketball - Timer / game	85.33	87.04	88.78	90.56
Wrestling - Timer / game	85.33	87.04	88.78	90.56
Equipment Coordinator - per season	1,024	1,044	1,065	1,086

* Video photographer of the football games calculated on scale with supervision of double events such as basketball. Varsity and Junior Varsity wrestling matches are scheduled back to back in the same manner as basketball, thus the stipends were equated.

** This amount is equivalent to 1.5 times the games supervision amount. It conforms the amount to contract and maintains equity with payments for such activities made in prior years.

APPENDIX "F"

LEGAL RIGHTS OF TEACHERS

The purpose of this appendix is to remind teachers of some of their rights which are guaranteed by law. The provisions of this Appendix or alleged violations thereof, shall not be subject to grievance or arbitration, but may be pursued in the appropriate legal forum.

1. The Board of Education recognizes its obligation under Section 3028 of the Education Law to provide legal services and pay legal fees where civil or criminal action is brought against the teacher based on disciplinary action taken against a pupil. The teacher must, however, within ten (10) days of service of a summons, complaint or other legal paper, deliver the original or a copy thereof to the Board.

2. The District will reimburse a teacher for the cost of medical, surgical or hospital services (less the amount received pursuant to any applicable insurance) incurred as a result of any injury sustained in the course of his/her employment.

3. There will be no reprisals of any kind taken against any teacher by reason of his/her membership in the Association or participation in its activities.

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

5. Class size and class load for Special Education Classes: According to Commissioner's Rules and Regulations.

6. Teacher assignments will be made without regard to race, creed, color, religion, national origin, sex or marital status.

7. Appointments shall be made without regard to race, creed, color, religion, national origin, sex or marital status.