

AGREEMENT

between

BOARD of EDUCATION

of

**ROTTERDAM-MOHONASEN
CENTRAL SCHOOL DISTRICT**

and

**MOHONASEN TEACHERS'
ASSOCIATION**
NYSUT, AFT, NEA, AFL-CIO

July 1, 2023 to June 30, 2028

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ARTICLE I

PERIOD OF UNCHALLENGED REPRESENTATION STATUS

The Mohonasen Board of Education and the Mohonasen Teachers' Association agree to extend the period of unchallenged representation status until seven months prior to the expiration of the collective bargaining agreement.

ARTICLE II

NEGOTIATION PROCEDURES

- A. This recognition constitutes an agreement between the Board and the Association to negotiate regarding matters related to terms and conditions of employment, as defined by Article XIV (201.4) of the Civil Service Law (salaries, wages, hours, and other terms and conditions of employment). The Board and the Association recognize that the Board is the legally constituted body responsible for the determination of policies covering all aspects of the Mohonasen Central School District public school system.
- B. The parties agree that all negotiable items presented by either party have been discussed during the negotiations leading to this Agreement and, therefore, agree that negotiations will not be reopened on any item whether contained herein or not during the life of this Agreement, except by mutual consent of both parties; however, items may be re-introduced at the time negotiations commence on a subsequent Agreement as specified in the procedural agreement previously adopted by both parties.
- C. Neither party in these negotiations shall have any control over the selection of the representatives of the other party; each party may select its representatives from within or outside the school district. No final agreement shall be executed without ratification by the Association and the Board. The parties shall charge their representatives to make proposals, consider proposals, reach compromise in the course of negotiations, and to make tentative agreements.

ARTICLE III

GENERAL PROVISIONS

A. Miscellaneous Contract Provisions

1. The term “teacher” and “teaching assistant” as used in this Agreement shall pertain only to those certificated professional personnel in the bargaining unit serving in those respective job titles and does not include a ten-month or twelve-month school nurse.
2. If an agreement or contract between the Board and an individual bargaining unit member, heretofore executed, contains any provisions inconsistent with this agreement, then this agreement, throughout its duration, shall be controlling. Any agreement or contract between the Board and an individual bargaining unit member hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement.
3. If any provision of this Agreement or any application thereof to any employee or group of employees shall be found to be held to be contrary to law or any rule or regulation having the effect of law by a decision of the tribunal or competent jurisdiction or shall have the effect of loss to the district of funds otherwise available under state or federal law then such provision or application thereof shall be null and void, but all other provisions or applications will continue in full force and effect. At the option of either party, negotiations shall be immediately undertaken with respect to a substitute for such provision or application becoming null and void..
4. In the event that there shall be a conflict of intent or purpose between the terms of this Agreement and any rules, regulations, or policies of the Board, then the terms of this Agreement shall control.
5. It is recognized that at times during the term of this Agreement it would be desirable to have an exchange of opinions and information concerning items which have not been negotiated. To this end, the parties agree:
 - a. The Association President shall have access to all Board of Education meeting notices and minutes since they are all placed on-line.
 - b. That the Board and Association shall communicate such opinions and information, including any requests for meetings by mutual agreement, through the Superintendent and as promptly as practicable.
 - c. That the MTA shall furnish the Board of Education and Superintendent with a copy of all items of general distribution, excepting those of a confidential nature.

6. All rights and prerogatives heretofore exercised by the employer with respect to all matters not specifically covered in this Agreement shall remain the rights and prerogatives of the employer.
7. Both parties recognize that the Association is a professional organization and that the granting of exclusive representation for the professional staff carries with it concomitant responsibilities including, but not limited to, encouraging bargaining unit members to observe professional ethics.
8. It is understood that nothing contained in this article shall be considered to prevent the Mohonasen Teachers' Association or any Mohonasen Central School District official from meeting with any individual or organization to air their views on any matters, except that with regard to matters which are subjects of collective negotiation, any changes or modifications shall be made only through negotiation and agreement with the Mohonasen Teachers' Association in accordance with the terms of this Agreement.
9. As prescribed by law:
 - a. The Association affirms that it does not assert the right to strike against any government, to assist or participate in any such strike or to impose an obligation to conduct, assist or participate in such a strike.
 - b. The Board agrees not to negotiate with any other teacher organization for the duration of this period of unchallenged representation status.
10. Teachers assigned by building principals to grade Regents Competency Tests or State assessments will be relieved of teaching duties and assignments to corridor and study hall supervision for the time designated by the principal for such assignment.

B. Maintenance of Standards

1. Except as required by this Agreement, all terms and conditions of employment of bargaining unit members in any position in the negotiating unit will not be substantially altered without prior negotiation with the Association. Any dispute with regard to the substantiality of any such alteration shall be resolved pursuant to the grievance procedure provided in Article XV of this Agreement. Such grievance procedure shall be the sole and exclusive remedy for disputes with regard to the substantiality of any alteration and recourse to the Public Employment Relations Board under any of its procedures is hereby expressly waived by the Association.
2. Both parties agree to the following specific standards:
 - a. A high school or middle school teacher will not teach in more than two (2) subject areas at any one time. A subject area shall be defined as English, social studies, mathematics, science, et al. Three (3) teaching preparations within the subject areas shall be considered appropriate except in the areas of art, business, home economics, technology, foreign languages, music, reading and electives in the subject area of English and social studies, where the varied offerings make the limit of three (3) preparations atypical. When the number of teaching preparations exceed three (3), that teacher will not be assigned to study hall or corridor supervision.
 - b. The appropriate teaching load for a teacher in the high school and middle school is twenty-five (25) periods a week, except in the area of science (with scheduled labs) and physical education where twenty-six (26) periods are appropriate. When the appropriate teaching load is exceeded, the “extra duties” of that teacher will be lessened in that they will not be assigned to study hall or corridor supervision. A written statement of reason must accompany the assignment of four (4) preparations, no more than four (4) preparations shall be assigned except by mutual consent of the teacher and teachers who are assigned more than three (3) preparations will be relieved of specified duties.
 - c. A full-time high school or middle school teacher will have two (2) preparation periods each day.

Notwithstanding the above, where a block schedule exists, a full-time high school or middle school teacher will have the equivalent of two (2) eighty (80) minute preparation blocks over the course of two (2) days with no less than one-half (0.5) block preparation time on any one (1) day. Where a one-half (0.5) preparation block is necessary, the District will make every effort to schedule such preparation at a time other than

the first or last periods of the student instructional day. In the event it becomes necessary for the District to schedule such preparation during the first or last period of the student instructional day, then the District shall meet with the Association and the impacted teacher to discuss the matter.

- d. Notwithstanding subsections (a), (b) and (c) above, tenured teachers may voluntarily agree to teach a 6th daily teaching assignment (for up to 30 periods per week or 31 periods per week for teachers of science and physical education), which may or may not be an additional preparation. Any teacher who accepts such an assignment will not be assigned a supervisory duty and will be paid as set forth below.

Teachers accepting a teaching load over 1.0 FTE will be compensated by taking their extra time expressed in terms of FTE, multiplying by .6 (60%), then multiplying by 100.

Example 1: $0.1 \text{ additional FTE} \times 0.6 = .06$; $.06 \times 100 = 6\%$ of base salary in addition to normal FTE compensation.

Example 2: $0.2 \text{ additional FTE} \times 0.6 = .12$; $.12 \times 100 = 12\%$ of base salary in addition to normal FTE compensation.

If the District chooses to request a 6th assignment, it will do so in the following order.

- a. To any qualified bargaining unit member who was “laid off” due to a reduction in force which occurred in the previous two calendar years, and is on a preferred eligible list (“PEL”). This requirement shall not apply to any assignment for which the “reduction in force” was caused by a resignation, retirement or termination.
 - b. To any other qualified bargaining unit member.
 - c. To any qualified bargaining unit member on the PEL for more than two years.
 - d. To any non-bargaining unit member.
- e. Core area teachers at the middle school will meet once or twice per week as a team. These meetings will take place during common planning periods. It is understood that it may be practical for teachers to meet more than once per week one week and not at all during another week depending on the team’s needs. Each team leader will inform the building principal of the times team meetings are scheduled the Friday prior to the meeting(s). Core area teachers will meet as needed to fulfill

their professional obligations as members of their respective teams. Core area teachers will communicate with special area teachers as needed.

- f. Daily Planning Time. Each full-time elementary teacher will receive five (5) preparation periods per week and each such period shall be, whenever possible, at least forty (40) consecutive minutes. All elementary teachers except Special Education teachers and Remedial/AIS teachers will be scheduled to have access to team members a minimum of two (2) of these preparation periods per week and will meet and use at least one of these periods for the purpose of team planning. Special Education and Remedial/AIS teachers will meet for team planning as his/her schedule permits with at least one (1) of his/her preparation periods per week used to attend a team planning meeting. It is understood that it may be practical for teachers to meet more than once per week one week and not at all during another week depending on the team's needs.
- g. One (1) teacher planning period/block per month shall be directed by the District for things, including but not limited to:
 - i. team meetings
 - ii. CSE meetings
 - iii. interdisciplinary planning time
 - iv. parent meetings
 - v. training.
 - vi. data verification

The dates for the District directed planning periods/blocks shall be established and provided to the Association by the end of the first week of school. In addition, the agenda for such meetings shall be provided at least one week before the scheduled meeting date. If the agenda is not provided at least one week in advance, then the meeting will be cancelled and may not be rescheduled.

Directed Planning shall not be required to be made up by a bargaining unit member if the time was missed due to an excused absence (including a parent-teacher conference, phone call, field trip, or other approved work-related activities) or accrued leave time was utilized.

- h. A teacher required to travel between buildings as part of his/her assignment shall have no supervisory duties.
- i. The teacher workday is as follows:

- 1. Pinewood or Bradt Elementary School 8:05 a.m. to 2:50 p.m.

2. Draper Middle School 7:30 a.m. to 2:50 p.m.
3. Mohonasen High School 7:30 a.m. to 2:50 p.m.

Each teacher will sign in upon arriving at their teaching location on or before the start time indicated above.

j. Procedures for late busing at Elementary School Level- Late bus duty assignments will be posted for volunteers as needed for positions to be filled the following school year. The positions will be compensated according to the contract late bus duty rate, Article XVIII, Section E.

No such coverage shall be compensated for teachers during the first five (5) student instructional days or when non-foreseeable bus delays may occur. Coverage will be compensated if there are known patterns of late busing following the first five (5) student instructional days.

k. Secondary Dismissal Time on days before a holiday, holiday weekend, school recess, or vacation: all secondary members shall be allowed to leave earlier than normal dismissal time at the discretion of the building principal but shall be dismissed with a target of no later than ten (10) minutes after student dismissal.

C. Work Incurred Disability

1. When a bargaining unit member becomes disabled by reason of injury arising out of and in the course of employment with the District and receives compensation under Workers' Compensation on account of such disability, such unit member may elect in writing to use sick leave accruals, if any, for the period of such disability. In the event of such election, the unit member shall for the period of such disability, not exceeding accumulated sick leave time, be paid the difference between the sums paid under the Workers' Compensation Law and such unit member's regular rate of pay.

The amount so paid by the District shall be deducted from such unit member's accrued sick leave time on a proportional basis.

The School District will reimburse unit members for the reasonable cost of any clothing or other personal property damaged or destroyed as a result of an assault suffered by a unit member while the unit member was acting in the discharge of his/her duties within the scope of employment.

ARTICLE IV

TEACHER RESPONSIBILITY AND EVALUATION

Any teachers covered by the Annual Professional Personnel Review (APPR) law and regulations shall be evaluated in accordance with the latest APPR plan approved by the Commissioner of Education. Any members of the bargaining unit not subject to APPR shall be evaluated in accordance with the provisions of this Article below. The parties agree that this provision does not preclude the parties from mutually agreeing to a different evaluation system for teachers to be implemented in the future in lieu of APPR if APPR is abolished, so long as such evaluative system is allowed under applicable law and regulations.

A. Teacher Responsibility

Teachers shall prepare plans in advance of all classes. Such plans shall be available to administrators and to substitute teachers. Such plans may be reviewed by the teacher's administrators as a means of assisting and improving classroom practices and to review the teacher's progress.

B. Evaluation (Pre-Tenure)

Tenure recommendations are the responsibility of the Superintendent.

To assure that formal evaluations are made on pre-tenure teachers, the following procedure shall be used:

1. A minimum of three (3) evaluations on each probationary teacher will be prepared during each year during the probationary period one of which shall be prepared during the first semester.

Ordinarily, evaluations will be made by the Principal or Administrator responsible for the area to which the teacher evaluated is assigned. The responsible Principal or Administrator may request the assistance of other teachers in assisting and aiding the teacher in becoming more proficient.

All evaluations will be prepared electronically and the teacher, Administrator and Superintendent shall have access to the evaluations. Prior to the finalization of the electronic document, the Administrator and the teacher shall discuss the report. The teacher may add any comment he/she wishes to the supervisory report. The teacher shall electronically sign (acknowledge) the report created by the Administrator to indicate that the teacher has read, discussed and has access to the report. Electronic access to the reports shall be maintained by the Superintendent's office, and/or a paper copy of the report may be kept on file; in either case, the report shall be made accessible to the teacher upon request.

2. Whenever a teacher believes that the most recent evaluation of his/her performance is in error, such teacher may discuss such error with the evaluating administrator. Thereafter, and within thirty (30) school days of such evaluation, such teacher may request an evaluation by another evaluator to be mutually selected by the Superintendent and the teacher. Such request shall be made in writing to the Superintendent setting forth the alleged error or errors in the evaluation.
3. A probationary teacher whose period of probation terminates August 31, will be informed in writing of the Superintendent's recommendation concerning the granting or denial of tenure at least on or before March 1 prior to the expiration of his/her probationary period, and shall be informed in writing of the action of the Board concerning the granting or denial on or before May 1 prior to the expiration of his/her probationary period.

C. Evaluation (Tenure)

To assure that formal evaluations are made on tenured teachers, the following procedure shall be used:

Ordinarily, evaluations will be made by the Principal or Administrator responsible for the area to which the teacher being evaluated is assigned. The responsible Principal or Administrator may request the assistance of other teachers in assisting and aiding the teacher in becoming more proficient. If teacher evaluations allow local control under law and regulations, alternate assessments may be elected at the option of the teacher.

All evaluations will be prepared electronically and the teacher, Administrator and Superintendent shall have access to the evaluations. Prior to the finalization of the electronic document, the Administrator and the teacher shall discuss the report. The teacher may add any comment he/she wishes to the supervisory report. The teacher shall electronically sign (acknowledge) the report created by the Administrator to indicate that the teacher has read, discussed and has access to the report. Electronic access to the reports shall be maintained by the Superintendent's office, and/or a paper copy of the report may be kept on file; in either case, the report shall be made accessible to the teacher upon request.

Whenever a teacher believes that the most recent evaluation of his/her performance is in error, such teacher may discuss such error with the evaluating administrator. Thereafter, and within thirty (30) school days of such evaluation, such teacher may request an evaluation by another evaluator to be mutually selected by the Superintendent and the teacher. Such a request shall be made in writing to the Superintendent setting forth the alleged error or errors in the evaluation.

D. Performance Improvement

The District will provide written notification to a teacher and the Association whenever it believes apparent deficiencies in performance warrant a Teacher Improvement Plan. The District shall meet and confer with the teacher, and at the teacher's request, the Association. The District shall be responsible for the costs associated with the requirements of the Teacher Improvement Plan.

ARTICLE V

PERSONNEL FILE

- A. A bargaining unit member shall have the right, upon request, to review the contents of his or her personnel file in the presence of a representative of the Superintendent's office. The unit member may elect to have an additional witness of his/her own choosing.
- B. No material derogatory to a unit member's conduct, service, character or personality shall be placed in the unit member's personnel file unless the unit member has had the opportunity to review the material. The unit member will be provided a copy of all such material. The unit member will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed; it is expressly understood that such signature in no way indicates agreement or disagreement with the contents thereof. The unit member shall also have the right to submit a written answer to such material and to have the written answer reviewed by the Superintendent and included in the file.
- C. Any significant or repeated complaints regarding a unit member and made to any member of the administration by a parent, student, or other person, shall be called promptly to the attention of the unit member.

ARTICLE VI

PROFESSIONAL STANDARDS

- A. Whenever the Board considers applicants for appointment to a position with the District and a unit member in the employ of the District has applied for such position, the Board will take such unit member's longevity into consideration. In no event shall longevity be the sole consideration. Longevity, for the purpose of this section, shall mean consecutive years of employment with the District. Consecutive years shall mean a term of service not interrupted by resignation or voluntary or involuntary termination of employment.

ARTICLE VII

PARENT-TEACHER CONFERENCES

- A. Elementary conferences shall be held during parent-teacher conference days. For the convenience of parents unable to attend conferences at such times, it is permissible for the teacher to schedule conferences during special area classes, at other times when the teacher is relieved of child supervision, or outside school hours provided a conference may be scheduled at a time mutually agreeable to the teacher and the parent. If a parent can't attend a personal conference, then a telephone conference will suffice.

Secondary parent-teacher conferences shall be held during the teacher workday. For the convenience of parents unable to attend conferences at such times, it is permissible for the teacher to schedule conferences during special area classes, at other times when the teacher is relieved of child supervision, or outside school hours provided a conference may be scheduled at a time mutually agreeable to the teacher and the parent. If a parent can't attend a personal conference, then a telephone conference will suffice.

- B. When a parent, guidance person, or administrator feels that a conference is necessary because of a student-teacher problem in the classroom, then it is normally intended that the teacher be present at such a conference. It is recognized, however, that there may be circumstances wherein this may not be possible or in which the good of all parties would be better served otherwise, in the judgment of the administrator. In this event, the teacher shall be informed of the result of the conference.

ARTICLE VIII

SCHOOL CALENDAR

- A. The school calendar shall not exceed 185 teacher workdays. New teachers will be required to attend an orientation day.

When there are lost days due to adverse weather or other conditions making it impossible to meet a normal school day, two (2) of the 185 teacher workdays will not be made up. Any days lost under the 183 teacher workdays will be made up at times to be determined by the Superintendent after conferring with the President of the Association.

- B. Elementary teachers shall have two half-days the last week of school, free of student supervision, to take care of those duties necessary to the closing of school.

In addition, the last day of the student school year shall be a contingent day wherein elementary teachers will not have students unless necessary in order to meet State Regulations regarding the number of days of required student attendance.

- C. The Association shall cooperate with the Superintendent in developing a school calendar.
- D. Unit members shall attend mandated in-service programs as implemented by the District. Completion of an accredited college course may be substituted for an in-service program by approval of the Superintendent.
- E. Section 1: Superintendent Conference Days and Professional Development Conference Days will be planned by the District Professional Development Plan (PDP) Committee. The Committee will plan, identify and designate said days on the school calendar subject to the review and approval of the Superintendent. Items not approved by the Superintendent will be returned to the Committee for further consideration.

Section 2: The following pertains to Professional Development Conference Days:

- ½ days: 3.5 hours after start of the day, with dismissal no later than noon
- Full Days: 6 hours after start of the day with no lunch or 7 hours after start of day with an hour (60 minute) lunch
(MTA Labor Relations committee will be consulted)

- F. In the event no snow day or only one snow day is used in any school year, the day before the Memorial Day weekend will be designated a ½ day staff development day requiring teacher attendance. Any designation of the day before Memorial Day as a staff development day will be in addition to the professional development days provided for hereinbefore. On a Memorial Day Staff Development day under this section, dismissal shall be according to Article VIII, Section E (2), ½ day attendance.
- G. In the event of an early student departure due to adverse weather conditions or an emergency, bargaining unit members may leave provided the Superintendent authorizes an early departure.

ARTICLE IX

SICK LEAVE

Personal Illness

- A. The number of days of annual sick leave with pay granted to teachers, full-time teaching assistants, and ten-month school nurses will be fifteen (15) days per school year; and eighteen (18) days per work year for twelve-month school nurses. Part-time teaching assistants will receive the prorated equivalent number of sick leave days based on his/her part-time service. Sick leave shall be able to be accrued with no maximum cap. A bargaining unit member may use up to five (5) days of his/her annual sick leave because of illness in the unit member's immediate family defined as a unit member's spouse, child, brother, sister, parent, grandparent, parent-in-law, grandparent-in-law, or a person residing with the unit member as part of the family. Use of sick leave for an immediate family member will be indicated as such on the absence report. The annual sick leave allowance will be awarded at the beginning of the school year. A unit member who has been absent five (5) or more consecutive school days shall provide a doctor's certificate stating that such unit member was ill on any or all of such days for which sick leave pay is requested. For people employed after the beginning of the school year, the allowance for the first year will be prorated on the basis of the number of months remaining in the school year and will be awarded at the beginning of employment. For people leaving during the school year, sick leave will be prorated on the basis of the number of months service rendered.
- B. In deserving cases of serious disability or ailment, the Superintendent may grant sick leave, not to exceed thirty (30) days, in advance of accrual. In the event that an employee be granted any sick leave in advance of accrual and should fail to return to work or fail to complete the necessary time in the employment of the Mohonasen Central School District to accrue the number of days granted in advance, the employee becomes liable for the payment of that portion of the sick leave not earned, except in the case of permanent disability or death. The Superintendent, or the Superintendent's designated representative, shall approve or disapprove all applications for sick leave. The Board reserves the right to make extensions in individual cases. Whenever a request is presented to the Board seeking an extension, the Board shall confer with the Association for the purpose of determining the extent of professional assistance such applicant is to receive from the Association.
- C. Whenever sick leave has been exhausted, a leave without pay may be granted by the Board upon a request for such leave. Such leave shall be granted for the remaining duration of the illness but shall be for a period not to exceed one (1) year.

- D. Each unit member shall be notified in writing of the number of accumulated sick leave days to which the unit member is entitled. This notification shall be completed prior to October 1.
- E. At the time of retirement, teachers and nurses with at least ten (10) years consecutive service with the District shall receive the following payment, up to a maximum of 300 days for each day of accumulated sick leave as of the completion of the last year of service:
- For any balance ending between 1-200 days (inclusive) of accumulated sick leave as of the completion of the last year of service, all days shall be compensated at \$30 per day (maximum \$6,000)
 - For any balance ending between 201-250 days (inclusive) of accumulated sick leave as of the completion of the last year of service, all days shall be compensated at \$35 per day (maximum \$1,750)
 - For any balance ending between 251-300 days of accumulated sick leave as of the completion of the last year of service, all days shall be compensated at \$40 per day (maximum \$2,000)
- Maximum compensation for 300 days = \$9,750

Payment for such days shall be made by the District in the form of an employer non-elective contribution deposited into a mutually agreed upon 403(b) provider in the name of the employee. One-half of the payment shall be made in July of the retirement year and one-half shall be made the following July. In the event of the retiree's death, any unpaid portion of this payment shall be made to the retiree's estate.

Teaching assistants who retire from the District under the rules of the NYSTRS, with at least fifteen (15) years of service immediately prior to retirement, shall receive \$20 per day up to a maximum of 200 days (potential total of \$4,000) for each day of accumulated sick leave at the completion of the last year of service.

For teachers, teaching assistants and nurses, if an employee resigns or is terminated and is later re-hired, the service time for eligibility for this incentive shall start over. Layoffs will not result in the accrual of time "starting over" but unpaid leaves are not to be counted toward service time (time will be frozen but not start over).

F. Sick Leave Bank

1. A pool of days shall be established for the purpose of providing additional sick leave for an extended illness after the exhaustion of all personally earned leave credits.

2. Only those unit members who are credited with annual sick leave pursuant to the provision of Article IX shall be eligible to participate in the Sick Leave Bank. For initial contribution, each eligible participant shall contribute one (1) day of existing sick leave. Initial contribution will be made on forms supplied by the Superintendent within thirty (30) days of the signing of this agreement.
3. Employees who retire may elect to contribute up to twenty (20) days of his/her accumulated sick leave accruals.
4. Future contributions will be required if the total in the pool falls below fifty (50) days. Notice of Assessment will be made by the trustees.
5. Unit members may only withdraw an annual maximum number of days from the sick leave bank equivalent to five (5) times the employee's number of years of District Service.
6. The Superintendent and the President of the Association, or their designees, shall act as trustees of the Sick Bank. All decisions of the trustees shall be binding and non-grievable. However, an applicant who is dissatisfied with the decision of the trustees may appeal to a review board comprised of two (2) members appointed by the Superintendent, two (2) members appointed by the President of the Association, and one (1) representative appointed by the Superintendent and the President of the Association. Decisions of the Appeal Board are final, binding, and non-grievable.
7. The trustees are empowered and required to establish general guidelines and rules of procedure to cover, among other things, based upon service to the District, under what circumstances an applicant would be approved for usage in more than one school year, the application procedure and the appeals procedure. The Appeals Board must operate within these guidelines and rules.

- G. Effective September 1, 2020, the following absences applicable under this Article will be permitted as follows:

For secondary: A minimum of two (2) periods (one block), or 2/10th of a day can be utilized. Thereafter, time can be added in blocks of 40 minutes or 1/10th.

For Elementary: 1.5 hours would be equivalent to quarter (1/4) day and 3 hours would be equivalent to a half (1/2) day.

Unit members must indicate on a leave form the specific block or periods that will be missed. It is understood that all time away from the District must be accounted for (excluding lunch) including but not limited to, prep time. A leave form for this purpose will be mutually agreed upon by the parties.

Teaching Assistants shall follow the Elementary absence provision provided above.

ARTICLE X

LEAVES OF ABSENCE

A. Personal Leave

1. Upon prior request in writing and approval of the Superintendent, each unit member shall be allowed a maximum of three (3) days of leave with full pay during each school year for personal business, except that part-time teaching assistants shall receive the prorated equivalent number of personal leave days based on his/her part-time service. Personal business days may be taken immediately preceding or immediately following a vacation day, the beginning day or the last day of the school year only when a true emergency exists.
2. Short term personal leaves of absences without pay may be granted at the discretion of the Superintendent. The decision of the Superintendent shall be final and binding, shall not be subject to the grievance procedures and shall not be appealable to any administrative, judicial or other forum.
3. Personal leave may be taken without stating the purpose of the intended leave. However, personal leave is intended for personal business which can only be conducted during the regular school day. (It shall not be used for social affairs, pleasure trips, part-time employment or to extend a vacation.)
4. One personal leave day per year may be used for the purpose of attending their own child's educational field trip. One personal leave day per year may be used for observing a religious holiday that falls on a scheduled work day.
5. Personal leave is not cumulative and shall not be charged against sick leave. Unused personal leave days will be credited to the employee's accumulated sick leave days as of July 1st of each year.
6. The parties agree that further clarifications or exceptions to the application of "personal leave" contained in Article X, may be agreed upon in writing between the Superintendent and the President of the Association.

B. Bereavement Leave

1. Each unit member shall be granted a maximum of five (5) days of bereavement leave, subject to approval of the Superintendent, with full pay

during each school year because of death in the unit member's immediate family (spouse, child, brother, sister, parent, grandparent, parent-in-law, grandparent-in-law, step-parent, grandchild or any person residing with the unit member as a part of the family.) In the event of death in the unit member's immediate family, as defined above, such leave shall be on a per occurrence basis.

2. In the event of death of the unit member's brother-in-law or sister-in-law, a maximum of two (2) bereavement days of leave with full pay shall be granted.
3. In addition, a unit member may take a personal leave (personal leave day(s) set forth above in Article X(A) or, if such days are exhausted, personal sick leave as set forth in Article IX), when such unit member requires an absence during school hours as a result of the death of any person not described in this paragraph.
4. An additional five (5) bereavement days may be granted at the discretion of the Superintendent. Such leaves shall not be cumulative and shall not be charged against sick leave, or other leaves of absence.

C. Serious Illness in the Immediate Family

In the event of serious illness in the unit member's immediate family, (spouse, child, brother, sister, parent, grandparent, parent-in-law, grandparent-in-law, or any person residing with the unit member as a part of the family), a unit member may use up to 30 days of accumulated sick leave.

Following the exhaustion of the days listed above, a unit member shall be granted an extended leave of absence without pay of up to one (1) year for the purpose of caring for a seriously ill member of the unit member's immediate family (spouse, child, brother, sister, parent, grandparent, parent-in-law, grandparent-in-law, or any person residing with the unit member as part of the family). Upon written request by the member, the Board may also grant additional leave without pay for these purposes.

D. Public Obligations

- a. Unit members shall be granted such leave with full pay as may be necessary to perform jury services, less any fees or allowances paid for such jury services.
- b. Unit members shall be granted such leave with full pay as may be necessary to appear in a court of law as a defendant in an action arising out of the discharge of the unit member's duties within the scope of employment.

- c. Unit members shall be granted such leave with full pay as may be necessary to testify in a court of law pursuant to a subpoena except when such unit member is a plaintiff, defendant, or otherwise has an interest in the outcome of the proceedings, less any fees or allowances paid for such court attendance. Leaves with pay granted pursuant to this section shall not be charged against sick leave.

E. Professional Association Meetings

Unit members who are designated by the Association to attend conferences of the New York State United Teachers shall be granted such leave with pay as is necessary in order to attend such conferences. Such leave shall not be charged against sick leave, or other leaves of absence. The number of such delegates shall not exceed the number allotted to the Association, which is determined by NYSUT regulations, nor shall the number of delegate days exceed twelve (12) days per year.

A unit member involved in an official capacity as an elected officer; namely, president, first vice-president, secretary or treasurer of either state or national professional associations may have, whenever practical, an adjusted schedule adapted to the demands of the office as arranged with the Superintendent.

F. Professional Conferences and Reimbursement

Unit members may be excused to attend professional visitations, conferences, trips, or meetings without loss in salary or charge against sick leave, provided that the principal (or the Assistant Superintendent for Curriculum and Instruction with respect to school nurses) and Superintendent approve such absence in advance.

Professional conferences, visitations, trips or meetings for which unit members expect reimbursement for necessary expenses must be approved in advance by the office of the Superintendent. Written application for such approval shall be made on prescribed forms. Request for reimbursement shall be filed with the Superintendent on prescribed forms together with supporting receipts and other pertinent documents. Mileage reimbursements for transportation by personal automobile will be made at the Internal Revenue Service approved rate.

G. Family Medical Leave

- a. In accordance with the Family and Medical Leave Act of 1993 ("FMLA"), the District will grant family and medical leave for a total of twelve (12) weeks per twelve (12) month period for eligible employees. Members may utilize accumulated paid sick leave in conjunction with any FMLA leave as may be permitted under Article IX. In addition, for the birth, adoption or acceptance for foster care purposes of a child by the employee and care of the child, a

unit member is entitled to up to 6 weeks (30 sick days) of accrued sick leave for a traditional birth (upon presentation of a physician's note), adoption or placement for foster care purposes; and up to 8 weeks (40 sick days) for a c-section (upon presentation of a physician's note) to be applied at the same time that FMLA is being applied.

- b. Effective July 1, 2020, any member deemed eligible for Family Medical Leave under the FMLA shall commence such leave immediately upon being eligible regardless of whether the member chooses to use any paid leave accruals at the same time. Family Medical Leave may not be deferred to any later commencement date. All Family Medical Leave shall be administered in accordance with the law and regulations governing FMLA. If, for example, the law or Department of Labor Opinion (or Guidance) should change to allow FMLA leave to be deferred, that option will be reinstated.

- H. Each unit member shall be entitled to be excused to undertake an annual medical screening for breast cancer and/or prostate cancer. Excused absence without charge to the unit member's leave accruals shall not exceed one 4-hour medical visit per screening per school year. The cost of all medical screening is to be paid by the unit member's medical insurance or, if the unit member has no medical insurance, by the unit member. The unit member must submit medical certification for such screening for such leave to be authorized as an excused leave. Failure to provide certification will result in the absence being charged to the unit member's sick leave, if available, or payroll deduction if no leave is available.

- I. Military Obligation

A bargaining unit member of the Mohonasen Central School District who is a member of an organized militia or reserve force is entitled to leave for the duration of the ordered military duty; such leave shall not be charged against sick leave. The unit member is also entitled to receive his/her salary for a period of 30 days when such military obligation must be discharged during the period September 1 to June 30. However, if the reserve duty is at the discretion of the unit member, military duties shall be assumed during the non-teaching periods of July 1 through August 31 without pay.

- J. Sabbatical Leave

- 1. A teacher will be eligible to apply for sabbatical leave after seven (7) consecutive years of service in the district. The recommendation of the Superintendent with respect to such application will be reviewed by the Board together with such other considerations as it may deem appropriate, including, but not limited to, the budgetary limitations of the district, the value of the proposed sabbatical program to the needs of the school system

and the degree of relationship between the proposed sabbatical program and the teacher's then current assignment. The final determination with respect to such an application shall rest solely and exclusively with the Board.

2. Sabbatical leave for one (1) year shall be at one-half (1/2) of the salary the teacher would have received during the period of such leave and for one-half (1/2) of a year at the full salary the teacher would have received. Teachers shall be given credit toward salary increment while on sabbatical leave.
3. Applications for sabbatical leave must be submitted no later than March 1 of the school year prior to the fall semester or no later than June 1 of the school year prior to the spring semester for which leave is requested.
4. A Sabbatical Leave Committee shall be established to examine all requests for sabbatical leave and to recommend to the Board through the Superintendent the granting or rejection of sabbatical leave requests. The Sabbatical Leave Committee shall be established as follows:
 - (a) Membership
 - (1) Superintendent or the Superintendent's representative.
 - (2) A secondary school principal appointed by the Superintendent.
 - (3) An elementary school principal appointed by the Superintendent.
 - (4) Two elementary school teachers selected by the Association.
 - (5) Two secondary school teachers selected by the Association.
 - (b) The Committee, at its first meeting, shall select a chairperson and establish necessary rules for the operation of the committee.
 - (c) The duties and responsibilities of the committee shall be as follows:
 - (1) Provide suitable forms for applicants.
 - (2) All applications received will be reviewed and recommendations thereon reported to the Superintendent no later than ten (10) school days after the appropriate dates mentioned in item J(3) above.
5. The Superintendent, upon receipt of the recommendations of the Sabbatical Leave Committee, shall make recommendations to the Board. The final disposition of the recommendation shall be made by the Board so that the teacher-applicant will receive notification as to the disposition of his/her March 1 application by April 15, and notification as to the disposition of the teacher's June application by July 15.
6. Miscellaneous Terms:

- (a) Periods of sick leave or approved leave without pay will not be counted as service for sabbatical leave when such leaves cumulatively equal one school semester during any school year. Sabbatical leaves will not be counted as service toward later eligibility for sabbatical leave.
- (b) A teacher on sabbatical leave may engage in remunerative activities provided that they are related to or will facilitate accomplishment of the purpose for which the leave was granted.
- (c) A teacher who returns to the district at the termination of a sabbatical leave shall:
 - (1) Receive service and credit for the sabbatical leave period for salary step placement.
 - (2) Retain his/her tenure status at the commencement of such leave.
 - (3) Receive retirement contributions based on sabbatical leave salary.
 - (4) Retain sick leave accrued at the commencement of such leave.
 - (5) Have hospitalization and medical insurance benefits continued during such leave at the same level as other teachers employed during such leave period.
- (d) The teacher who takes a sabbatical leave shall not voluntarily terminate his/her employment in the Mohonasen Central School District for a period of twenty-four (24) months next succeeding the expiration of such leave. Failure to fulfill such twenty-four (24) month commitment shall entitle the district to a reimbursement of all sums of money paid to or on behalf of the teacher during the sabbatical leave (including district paid benefits). The sum owing to the district as provided herein shall be reduced by 50% for the satisfactory completion of service for one full school year immediately following conclusion or termination of the sabbatical leave and by 75% for the satisfactory completion of service for three consecutive school semesters immediately following conclusion or termination of the sabbatical leave. Reimbursement of sums owing to the district pursuant to this paragraph shall be made in full to the district within sixty (60) days of written notification to the district of such voluntary termination or within thirty (30) days after an unexcused failure by such teacher to report for scheduled services without providing the district with written notification of such voluntary termination.

By accepting any portion of the benefits provided by this article, a teacher acknowledges the right of the district to initiate legal proceedings for the purpose of recovering any disbursement claimed to be owing to the district pursuant to the terms of this paragraph.

- (e) A teacher may be granted sabbatical leave only after receiving the affirmative recommendation of the Sabbatical Leave Committee.
- (f) Persons granted a sabbatical leave shall signify in writing their intent to return by April 1 following the granting of the sabbatical leave.

K. Child Care Leave

Following any eligible paid leave as stated in this Collective Bargaining Agreement, childcare leave without pay will be granted upon application to the Board. Childcare leave will be granted, following the birth, adoption or acceptance for foster care purposes of a child by the employee and care of the child, for a period not to exceed fifteen (15) school months. Longer periods will be granted at the discretion of the Board. An employee on childcare leave shall notify the board in writing by April 1 whether s/he intends to return for the following school year. The absence of such notification shall be accepted as a voluntary termination of employment by the unit member.

If any provision of the agreement entitled "Childcare Leave" shall be held contrary to State or Federal statute by any court of competent jurisdiction, then such agreement shall be null and void.

During any unpaid childcare leave not covered by the Family and Medical Leave Act, the member is responsible to pay the full premium (i.e. 100%) of any continued health insurance should they choose to continue health insurance.

L. Professional or Pro Bono Publico

The Board may grant a leave of absence for one (1) year without pay to a teacher who has completed three (3) successive years of full-time service in Mohonasen for the purpose of temporary employment in public service or in activities of social significance which will result in professional growth. Such teacher shall be entitled to return to a position in Mohonasen in the same teaching areas as the one held prior to going on leave and shall not in the event that the teacher exercises his/her right to return at the end of such leave, lose any retirement benefits, accrued sick leave, his/her place on the salary schedule had the teacher not taken such leave, and in the case of a probationary teacher his/her accrued time toward tenure. The teacher must advise the Superintendent by April 1 of

his/her intention to return the following September. Absence of such notification shall be accepted as voluntary termination of employment by the teacher.

ARTICLE XI

NON-INSTRUCTIONAL DUTIES

- A. Non-instructional duties in both elementary and secondary schools shall be distributed equitably among all teachers.
- B. Elementary teachers shall perform corridor supervision as deemed necessary by the building principal.
- C. Teachers shall not be required to perform such functions as the collection of money for insurance and pictures.
- D. Teachers shall be required to perform those clerical functions associated with planning and preparation, classroom management, student instruction, assessment and parent communication. Teachers shall not be required to perform custodial functions or those clerical functions such as recording grades on permanent records or scoring standardized tests other than those required to be scored by a teacher under state law or regulations, copying student individualized education plans, generating student folders, attendance cards and disseminating generalized information materials to parents during the last three days of school. Each teacher will be responsible for keeping an attendance register for each assigned class and reporting student absences, late arrivals and early departures consistent with District policy
- E. Teachers shall be held responsible for the preparation of materials for classroom use.
- F. Teachers at the elementary school level (K-5) shall not be required to perform cafeteria (breakfast/lunch) supervision, parent pickup and/or bus supervision as an unpaid duty. However, teachers may elect to take those duties and be compensated according to Article XVIII, Section E. The Association shall furnish each elementary level building principal with a list of teachers volunteering to perform cafeteria (breakfast/lunch) supervision, parent pickup and/or bus supervision. Absent such volunteers, the district will assign elementary teachers to such cafeteria (breakfast/lunch), parent pickup and/or bus supervision. The Association will have the right and opportunity to present the building principal with a list of elementary teachers in a descending order of seniority. The building principal will, absent volunteers, make assignments from such seniority list selecting in rotating order the next person on the list who is free from any other prior assignments.

Secondary teachers shall perform one supervisory duty such as corridor supervision, study hall supervision, or advisory as deemed necessary by the building principal. Advisory is a support or study period to provide students access to secondary teachers for assistance. The Association shall furnish each building principal at its secondary level (6-12) with a list of teachers volunteering to perform such cafeteria (breakfast/lunch) or bus supervision. Absent such volunteers, the district will assign teachers to such supervision. The Association will have the right and opportunity to present the building principal with a list of secondary teachers in a descending order of seniority. The building principal will, absent volunteers, make assignments from such seniority list selecting in rotating order the next person on the list who is free from any other prior assignments.

Teachers assigned to detention, cafeteria (breakfast/lunch) supervision or bus supervision, will receive compensation for such supervision as set forth in Article XVIII, Section E (Non-Instructional Duties).

- G. Teachers shall not be assigned lavatory supervision. Notwithstanding the foregoing, teachers are expected to report as soon as practicable incidents which may result in a violation of the Student Code of Conduct including but not limited to smoking in the lavatory.

ARTICLE XII

TEACHER APPOINTMENT AND ASSIGNMENT

A teacher's annual assignment shall indicate the school levels (elementary, middle school, or senior high), the class subject title, and class level if appropriate, and shall be distributed by June 1. Insofar as possible, a teacher's annual assignment shall not be changed without prior consultation with the teacher. It is recognized by both parties that circumstances may arise requiring a change of assignment. In the event of such a change the teacher involved shall, upon being informed of the reasons for the change, accept and comply with the change. Notice of such an assignment change shall be given, insofar as possible, to the teacher at least thirty (30) days before the start of the school year. Such notice shall be in writing and if after the end of the school year forwarded to the teacher by registered mail. If the teacher believes the change to be arbitrary or capricious, the change shall be considered sufficient cause for the invocation of the grievance procedure. If the teacher believes an alternative solution is possible, the administration shall consider the alternative without prejudice to the teacher. Unless changes result from either the grievance procedure or discussion, the teacher shall continue in the reassigned duties.

Upon written request by the teacher, a teacher seeking a transfer to another grade level or building shall be granted an interview by the District where a vacancy exists.

When a teacher is notified that the teacher's room assignment for the following school year is to be changed, the teacher shall be provided either release time for the purpose of relocation work during the teacher workday or be compensated at the non-instructional duty rate in effect at the time if relocation work is required to be performed after the teacher workday. Relocation activities may also be performed by the teacher during special area classes or at other times when the teacher is relieved of child supervision. Payment for relocation work will not exceed one day without the prior approval of the building administrator.

ARTICLE XIII

PROVISIONS SUBJECT TO LEGISLATIVE ACTION

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

ARTICLE XIV

GRIEVANCE PROCEDURE

A. Definitions

1. **Grievance** shall mean, and shall be limited to, a tenable claim that a specific provision of this agreement has been violated, provided, however, that neither the term "grievance" nor this grievance procedure shall refer to, include or apply to any disciplinary procedures, any termination of employment or to any provision of this agreement which is otherwise expressly excluded from such definition and procedures.
2. The term **supervisor** shall mean the building principal.
3. The **Chief Executive Officer** shall mean the Superintendent of Schools.
4. **Association** shall mean Mohonasen Teachers' Association.
5. **Grievant** shall mean any person or group of persons in the negotiating unit filing a grievance.
6. **Party in interest** shall mean any person named in the grievance except the grievant, or any person who may have given rise to the claimed grievance.
7. **Hearing officer** shall mean any individual or Board charged with the duty of rendering decisions at any stage of grievances hereunder.

8. **Grievance committee** shall mean the committee selected to act as such by the Association.

B. Procedures

1. All written grievances shall include the name and position of the grievant, the provisions of this agreement claimed to be violated, the time when and the place where the alleged events or conditions constituting the grievance occurred, the identity of the party responsible for causing the said events or conditions if known to the grievant, the specific circumstances of the claimed grievance and the redress sought by the grievant.
2. If a grievance affects a group of bargaining unit members and appears to be associated with system-wide policies, it may be submitted by the Association directly at stage 2 described below.
3. Conferences and hearings held hereunder shall be held during non-working hours and conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend. If, in the judgment of the Superintendent, conferences or hearings must be held during working hours, persons who participate shall be excused from their assignments without loss of pay. Notwithstanding any of the foregoing, there shall be no interference with the instructional program.
4. Forms for filing grievances, serving notices, taking appeals and other documents necessary to the procedures are attached hereto as Appendix "B".
5. Nothing contained herein will be construed as limiting the right of any grievant to discuss the matter informally with any appropriate member of the administration and having the grievance informally adjusted without intervention of the Association. The Association reserves the right, at the final disposition of any grievance, to submit, in writing, its opinions on said grievance. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the grievant and shall, in all respects, be final, said adjustment shall not create a precedent or ruling binding upon either party to this agreement in future proceedings.
6. The Chief Executive Officer shall be the repository of the official grievance record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes or notes of testimony, as the case may be, written arguments and briefs considered at all levels and all written decisions and responses at all stages. The official grievance record shall be available for

inspection or copying by the grievant, any party in interest, the Association and the Board but shall not be deemed a public record.

7. Everything herein shall be interpreted that grievant shall perform all duties assigned to the grievant that he/she is grieving until the grievance is processed with the exception of such acts which endanger the safety of the students or teacher.
8. The grievant shall have the right at all stages to represent himself/herself, or to be represented by the Association, or by any person of his/her own choice except that such grievant shall not be represented by any representative of an employee organization other than the Association and its affiliates.
9. The expense of all stenographic services, including all transcripts of the proceedings, shall be borne equally by the Board and the Association.

C. Time Limits

1. No grievance will be processed in accordance with these procedures and will be deemed waived and contractually barred unless the grievance is submitted in writing at the first available stage for a written grievance within twenty (20) school days after the unit member(s) knew or should have known of the act or condition on which the grievance is based. The failure of a grievant to appeal a decision at any step within the time periods provided by the grievance procedure shall likewise constitute a contractual bar to processing of the claimed grievance and such grievance shall be deemed waived and abandoned.
2. Failure at any stage of the grievance to communicate a decision to the grievant, his/her representatives and Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

D. Stages - Grievance

1. Supervisor

- a. Within twenty (20) school days of when the unit member(s) or Association knew or should have known of the act or condition on which the grievance is based, the grievant or Association shall submit a written grievance to the employee's supervisor setting forth the conditions of the grievance and any provisions of the agreement allegedly violated. The supervisor shall render a written decision within ten (10) school days of when the grievance is submitted to the supervisor in writing which shall be

presented to the grievant, his/her union representative (if any), and the Association.

2. Chief Executive Officer

- a. If the grievant is not satisfied with the written response at stage 1 and wishes to proceed further under this grievance procedure, the grievant shall, within five (5) school days after receipt of the written response, present the grievance to the Association's grievance committee for its consideration. There shall be no right of further appeal in the event the grievance committee determines that the grievance is without merit.
- b. If the grievance committee determines that the grievant has a meritorious grievance, then the grievant may file a written appeal of the response at stage 1 with the Chief Executive Officer within ten (10) school days after the grievant has received such written response at stage 1. Copies of the written response at stage 1 shall be submitted with the appeal.
- c. Within ten (10) school days after the receipt of the appeal, the Chief Executive Officer, or his/her duly authorized representative shall meet and confer with the grievant and the grievance committee, or its representative, and all other parties in interest.
- d. The Chief Executive Officer shall render a decision in writing to the grievant, the grievance committee and its representative within ten (10) school days after the meeting and conference.

3. Arbitration

- a. Any unresolved grievance, as defined in section B of this grievance procedure, having been processed through step 2 of the grievance procedure may be submitted to arbitration by the Association.
- b. A demand for arbitration submitted under the article shall constitute a waiver by the grievant, the Association and the Chief Executive Officer, of the right, if any, to submit the underlying dispute to any other administrative or judicial tribunal.
- c. Arbitration shall be initiated by serving a written demand for arbitration upon the American Arbitration Association within five (5) school days after notification to the Association of the Chief Executive Officer's response at step 2 of the grievance procedure. Any demand for arbitration submitted after such five (5) school days shall be contractually barred and the unresolved grievance shall be deemed waived and abandoned.

- d. The demand for arbitration shall include, but need not be limited to, the following information:
 - (1) A statement of the specific provisions of this agreement claimed to be violated.
 - (2) The specific circumstances of the claimed grievance including time, place and persons involved, if any.
 - (3) The specific remedy requested.
 - (4) A copy of the arbitration procedures set forth in this article.
 - (5) The name and position of the grievant.

- e. Arbitration will proceed before a single arbitrator. The parties shall mutually select an arbitration of, in the absence of mutual agreement, the procedures of the American Arbitration Association shall be used for the selection of an arbitrator.

- f. The authority and jurisdiction of the single arbitrator or the panel, as the case may be, shall be limited and determined as follows:
 - (1) Neither shall have the power to add to or subtract from, modify or expand the provisions of this agreement in arriving at a decision of the issues presented;
 - (2) Each shall confine his/her its decision solely to the intent of the parties as expressed by the agreement;
 - (3) Each shall consider only the precise issue submitted to arbitration and shall have no authority to determine any other issue or questions not so submitted;
 - (4) Neither shall include in the decision any observations or declarations of opinion not essential to the decisions;
 - (5) Nor shall the parties hereto be required to do or refrain from doing an act beyond his/her/its or their powers as provided by law or otherwise;
 - (6) The decision made shall set forth the findings of fact and conclusions upon which the decision is based;
 - (7) A substantial error of law or mistake of fact affecting the final decision shall be grounds for vacatur;
 - (8) The decisions shall be supported by a preponderance of the evidence set forth in the rationale of the decision;

- g. In the event the Chief Executive Officer asserts that the dispute contained in a request for arbitration is not arbitrable, an arbitrator will be selected through the rules of the American Arbitration Association. The arbitrator's decision will be confined to the questions of arbitrability.
- h. A record of the proceedings shall be made upon the request of either party to the appeal. All fees and expenses of the arbitrator and the stenographer which may be involved in the arbitration proceeding shall be equally divided between the parties. Each party shall bear the cost of preparing and presenting its own case.
- i. If either party, within ten (10) school days after an arbitrator's decision, states in writing, to the other party, its intention to seek clarification or interpretation of the decision submitted, then both parties will agree to appear before the arbitrator.
- j. Any party to the arbitration procedure shall have the right to counsel, the right to cross-examine all witnesses called against him/her, to testify and to call witnesses in his/her own behalf.
- k. The Chief Executive Officer may initiate a grievance in stage 3 and proceed directly to arbitration.
- l. Unless the arbitration decision and award is appealed pursuant to Article 75 of the New York Civil Practice Law and Rules, it will be accepted as final and binding on the parties.

ARTICLE XV

EXTRACURRICULAR ACTIVITIES

- A. Consistent with any provision of any general, special, or local law, the Board shall provide an attorney or attorneys for, and pay such attorney's fees and expenses necessarily incurred in the defense of a teacher or unit member in any civil or criminal action or proceeding arising out of disciplinary action taken against any pupil of the district while in the discharge of his/her duty within the scope of his/her employment. Consistent with any provision of law, general, special or local, the Board shall save harmless and protect all teachers, practice or cadet teachers and unit members from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person, or accidental damage to the property of any person within or without the school building, provided such teacher, practice or cadet teacher, or unit member at the time of the accident or injury was acting in the discharge of his/her duties, was in the scope of his/her employment and/or under the direction of said Board. The Board, however, shall

not be subject to the duty imposed by Sections 3023 and 3028 of the Education Law unless such teacher, practice or cadet teacher, or unit member shall, within ten (10) days of the time the teacher is served with any summons, complaint, process, notice, demand or pleading, deliver the original or a copy of the same to such Board, and unless there is compliance with the insurance policy obtained by the Board for purposes of these sections of the Education Law. A certificate of such insurance policy shall be delivered to the Association upon request.

- B. Chaperone stipend rates for home and away athletic contests will be found in Article XVIII, Section E.

Unit members volunteering as chaperones for athletic contests will be responsible for spectator supervision and enforcement of sportsmanship standards. The designation of volunteer chaperones to act at either a home event or at an event away from the school district will be conducted by the Athletic Director and/or the building principal.

Teachers in a designated building will be canvassed to serve as chaperones for non-athletic functions before other staff excluding police department personnel and/or District security personnel.

- C. Payments for full-year extra-curricular stipends will only be made in two installments by January 30 and June 30 of each school year. A form will be returned to the building principal by October 31st of each school year indicating the club is active. Extra-curricular clubs that are session specific shall be paid at the conclusion of each session. A form for verification of positions shall be mutually agreed upon by the parties.

ARTICLE XVI

STUDENT TEACHERS

The minimum period of supervision is that designated by the college. There shall be no restriction as to the total number of student teachers which a supervising teacher may accept during the teacher's period of employment in the district. Probationary teachers may not serve as supervisory teachers.

ARTICLE XVII

INSURANCE BENEFITS

- A. The Board participates in health insurance plans commonly known as Highmark PPO 815, MVP HMO and CDPHP EPO, with additional riders available to eligible employees for Major Medical, Vision and Dental Care thereunder.
- B. The Board participates in a Dental plan commonly known as Traditional Blue Dental. Dental premium cost responsibility for the District:

1. Individual Plan – 70% of the premium cost
2. Two-Person or Family Plan – 60% of the premium cost

- C. Teachers and nurses (teaching assistants please see Section J below) hired prior to July 1, 2016, have the option of participating in the Highmark PPO 815, MVP HMO and CDPHP EPO health plans. The School District will pay 82% of the premium cost associated with said participation for either individual, two-person or family coverage for each of the plans specified in this section.

For teachers and nurses hired on or after July 1, 2016 the school district will pay 80% of the premium cost associated with said participation for either individual, two-person, or family coverage for each of the plans specified in this section.

The health plan summaries for the Highmark PPO 815, MVP HMO and CDPHP EPO health plans shall be affixed as “Appendix A”.

- D. Effective July 1, 2020, the following medical co-pay structure will go into effect for the CDPHP and Highmark health plans as follows:

Primary Care Physician Office Visit	\$25
Specialist Physician Office Visit	\$25
In- Patient Co -Pay	\$250
ER Co -Pay	\$150
Ambulance Co -Pay	\$150
OP Co -Pay	\$100
Urgent Care Co -Pay	\$35
Lab /radiology Co -Pay	\$25

- E. Persons continuing in the employ of the District shall have the District’s share of health insurance paid by the District for the months of July and August.
- F. Except as to those persons taking unpaid leave pursuant to the Family and Medical Leave Act, persons taking a leave of absence without pay may continue such insurance by paying both the District and the employee contribution plus a two (2%) percent administrative cost through the District office. Persons on leave who are returning to employment in the District shall not be required to pay the District share for the months of July and August preceding return to employment, the District paying that portion.
- G. An employee may participate in a Flexible Benefit IRS Section 125 Plan for purposes of health insurance premium contributions. An employee may participate in a Flexible Benefit IRS Section 125 Plan for purposes of unreimbursed medical expenses. An employee may participate in a Flexible Benefit IRS Section 125 Plan for purposes of child and dependent care. Employees’ health insurance premium contributions will be deducted on a pre-

tax basis unless the employee notifies the District in writing that he/she wants to be excluded.

H. **Retiree Health Insurance Premium Responsibility:**

The District shall contribute 65% of the premium cost for individual coverage and 50% of the premium cost for two-person or family coverage for members of the bargaining unit retiring on or after the final school day of the 2002-2003 school year.

Effective June 25, 2018, the following terms apply to members of the Association who submit a notice to retire with the District and take District health insurance in retirement:

Any member that submits a notice of retirement shall be entitled to the employee contribution as listed in “a” below for a minimum of five (5) years from the date of retirement or until they reach age 65, whichever occurs later.

a. **Ages 55-64**

Members shall contribute twenty percent (20%) of individual coverage and thirty percent (30%) of two-person or family coverage for the chosen insurance plan in retirement.

b. **Ages 65 and above**

Once an Association member turns age sixty-five (65), and is eligible for Medicare, the member must contribute fifty (50%) of all plans, including individual, two-person, family, “1 over, 1 under”, and all Medicare plans.

Members wishing to retire must submit their letter of resignation for retirement purposes at least seventy-five (75) calendar days prior to the effective date of retirement, but no later than February 1 of the year in which they intend to retire.

- I. The prescription drug plan will be provided through Highmark and the co-pays for all District health insurance enrollees will be \$5 generic, \$20 formulary, and \$35 non-formulary and mail order co-pays will be \$10 generic, \$40 formulary and \$70 non-formulary (mail order prescription of three (3) month supply for two (2) co-pays.).

J. **District Premium Contributions for Teaching Assistants**

Teaching Assistants have the option of participating in the Highmark PPO 815 Plan, the Mohawk Valley Physicians’ Health Plan or the Capital District Physicians’ Health Plan. The School District will contribute to the premium cost associated with an eligible teaching assistant’s participation as follows:

- a. **Eligible teaching assistants hired prior to July 1, 1991.**

The School District will contribute 90% of the premium cost for individual, two-person, or family.

b. Eligible teaching assistants hired July 1, 1991, or thereafter.

The School District will contribute 80% of the premium cost for individual, two-person, or family coverage.

K. Any individual eligible to participate in the District's health insurance program shall have the right to elect any District sponsored health insurance plan during any open enrollment period which shall occur at least once annually.

L. Health Insurance Buy-out

Provided at least sixty-eight (68) bargaining unit members decline coverage under the District sponsored health insurance plans, such employees shall receive a buy-out as follows:

- a. In the first year a bargaining unit member opts out, he/she shall receive a one-time payment of \$2,000.
- b. In any subsequent year that a bargaining unit member opts out, he/she shall receive an annual payment of \$1,000.
- c. Payments shall be made in two equal (50%) installments, one by January 31 and one by June 30 and are based on full year buy-out.
- d. In any year that the number of bargaining unit members declining coverage under District sponsored health insurance plans falls below 68, no payments shall be made.
- e. Bargaining unit members who elect a buy-out must file written notice of exercising this option, with proof of other health insurance coverage, to the District's business office no later than May 15th, for a period of one year, effective July 1st.
- f. Bargaining unit members whose spouse is also in the MTA bargaining unit are eligible for the buy-out at the \$1,000 level.
- g. Re-entry into a Mohonasen health insurance plan will be upon a qualifying event or during an open enrollment period. The buy-out will be pro-rated if the unit member re-enters the Mohonasen health insurance plan during a plan year.

M. If applicable, all new hires who are under the age of twenty-six (26) will be informed that it is an option to remain on their parents' health insurance plan until age 26.

ARTICLE XVIII

TEACHERS' SALARY SCHEDULE

A. Salary schedules for Teachers.

Step	Salary Scale 2023-2024	Salary Scale 2024-2025	Salary Scale 2025-2026	Salary Scale 2026-2027	Salary Scale 2027-2028
1	\$48,943	\$50,313			
2	\$50,251	\$51,658	For years 2025-2026 through 2027-2028 (Years 3-5) the following formula shall be used to determine annual salary schedule increases: • If 0% increase in Foundation Aid from the prior year, then 0.75% increase to the salary schedule plus step; • If 1% increase in Foundation Aid from the prior year, then 1.0% increase to the salary schedule plus step; • If 2% increase in Foundation Aid from the prior year, then 1.25% increase to the salary schedule plus step; • If 3% increase in Foundation Aid from the prior year, then 1.5% increase to the salary schedule plus step; and, • If 4% or more increase in Foundation Aid from the prior year, then 1.75% increase to the salary schedule plus step. • If Foundation Aid percentage increase number falls between percentages, mathematical rounding rules shall apply. . If Foundation Aid decreases from the prior year, Option 1 shall still apply (i.e. there shall be at least an increase to the salary schedule of 0.75% each year).		
3	\$51,465	\$52,906			
4	\$52,475	\$53,944			
5	\$53,677	\$55,180			
6	\$54,746	\$56,279			
7	\$56,027	\$57,596			
8	\$57,212	\$58,814			
9	\$58,703	\$60,347			
10	\$60,551	\$62,246			
11	\$62,407	\$64,154			
12	\$64,266	\$66,065			
13	\$65,876	\$67,720			
14	\$67,785	\$69,683			
15	\$70,017	\$71,977			
16	\$72,202	\$74,224			
17	\$74,674	\$76,765			
18	\$76,699	\$78,847			
19	\$78,927	\$81,137			
20	\$82,067	\$84,364			
21	\$85,621	\$88,018			
22	\$89,465	\$91,970			
23	\$91,983	\$94,559			
24	\$94,455	\$97,100			
25	\$96,241	\$98,936			
Longevity	\$3,750	\$3,750			

Within five (5) business days of the final approval of the following year's Foundation Aid or School Budget vote, whichever occurs later, the parties agree to meet to finalize and publish the next school year's salary schedule.

This provision pertaining to the Foundation Aid compensation formula for determining the salary schedule increase for years 3-5 of the Agreement shall

sunset on June 30, 2028, and shall have no further force or effect after that date regardless of the status of negotiations between the parties for a successor agreement. However, step movement, as it may apply, shall continue if the contract expires without agreement.

A.1. In addition to the salary increase in each year of the Agreement provided for in the teacher salary schedule, a teacher will receive a longevity payment each school year following completion of one full year at step 25 of the salary schedule provided he/she continues in the employment of the school district thereafter. The longevity payment shall be as set forth below in A.2.

A.2.

	2023-24	2024-25	2025-26	2026-27	2027-28
Longevity	\$3,750	\$3,750	\$4,000	\$4,250	\$4,500
Master's Degree	\$899	\$944	\$972	\$1,001	\$1,031
Doctorate Degree	\$1,412	\$1,440	\$1,469	\$1,498	\$1,528
Speech Therapist	\$2,390	\$2,438	\$2,487	\$2,537	\$2,588
School Psychologist	\$3,325	\$3,392	\$3,460	\$3,529	\$3,600
School Counselor	\$3,325	\$3,392	\$3,460	\$3,529	\$3,600
Graduate Hours and/or In-service (paid in blocks of three credits)	\$113	\$119	\$123	\$127	\$131
National Board Certification <i>Annually if certification is valid</i>	\$689	\$702	\$716	\$731	\$745

- B. 1. Maximum credits allowed are: 60 credits without a Master’s Degree, 75 credits with a Master’s Degree, 90 credits for certified Doctoral candidates and those persons who have received Doctorates.
2. Teachers will be paid for professional development days of attendance or for summer curriculum services at a per diem rate of .004 of Step 1 of the Teachers’ Salary Schedule. For this section only, the applicable rate shall be calculated based on the teacher contractual work year in which such attendance or services are provided. If professional development or summer curriculum services are completed following the last day of the contractual work year, but prior to the first day of a fiscal year (July 1) the compensation rate shall be based on the following school year’s step 1. For example, for the 23-24 school year, the teacher contractual work year ends on June 26, 2024. If professional development or summer curriculum services are completed following June 26, 2024, but prior to July 1, 2024, the District shall apply the per diem rate of .004 of step 1 of the 2024-2025 Teachers’ Salary Schedule.
3. Teacher having indicated to the building principal his/her willingness to fill in during his/her planning period, in an emergency for another teacher, will be compensated for such fill in services at the rate according to Article XVIII, Section F.

C. Coaching Salaries

Coaches’ salaries will be determined based upon the district-wide point system that is on file with the MTA and the school district administration.

Baseball-Varsity Softball-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,852	\$3,929	\$4,007	\$4,087	\$4,169
	2	\$4,027	\$4,107	\$4,190	\$4,273	\$4,359
	3	\$4,201	\$4,285	\$4,371	\$4,459	\$4,548
	4	\$4,377	\$4,464	\$4,554	\$4,645	\$4,738
	5	\$4,551	\$4,642	\$4,735	\$4,830	\$4,926
	6	\$4,726	\$4,820	\$4,917	\$5,015	\$5,115
	7	\$4,902	\$5,000	\$5,100	\$5,202	\$5,306
Baseball-JV Softball-JV	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,746	\$2,801	\$2,857	\$2,914	\$2,972
	2	\$2,921	\$2,980	\$3,039	\$3,100	\$3,162

3	\$3,098	\$3,160	\$3,223	\$3,287	\$3,353
4	\$3,272	\$3,338	\$3,404	\$3,472	\$3,542
5	\$3,447	\$3,516	\$3,586	\$3,658	\$3,731
6	\$3,623	\$3,696	\$3,769	\$3,845	\$3,922
7	\$3,797	\$3,873	\$3,951	\$4,030	\$4,110

**Baseball-Freshmen
Softball-Freshmen**

Step	23-24	24-25	25-26	26-27	27-28
1	\$2,585	\$2,636	\$2,689	\$2,743	\$2,798
2	\$2,758	\$2,813	\$2,870	\$2,927	\$2,985
3	\$2,929	\$2,988	\$3,048	\$3,109	\$3,171
4	\$3,104	\$3,166	\$3,229	\$3,294	\$3,360
5	\$3,275	\$3,341	\$3,408	\$3,476	\$3,545
6	\$3,450	\$3,519	\$3,589	\$3,661	\$3,734
7	\$3,625	\$3,698	\$3,772	\$3,847	\$3,924

**Baseball-Modified
Softball-Modified**

Step	23-24	24-25	25-26	26-27	27-28
1	\$2,340	\$2,387	\$2,434	\$2,483	\$2,533
2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289
6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669

Basketball-Varsity

Step	23-24	24-25	25-26	26-27	27-28
1	\$4,897	\$4,995	\$5,095	\$5,197	\$5,301
2	\$5,072	\$5,174	\$5,277	\$5,383	\$5,491
3	\$5,247	\$5,352	\$5,459	\$5,568	\$5,679
4	\$5,421	\$5,530	\$5,640	\$5,753	\$5,868
5	\$5,597	\$5,709	\$5,823	\$5,939	\$6,058
6	\$5,771	\$5,887	\$6,004	\$6,124	\$6,247
7	\$5,947	\$6,066	\$6,187	\$6,311	\$6,437

Basketball-Varsity- Assistant JV Head Coach	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
	2	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
	3	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
	4	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046
	5	\$3,913	\$3,991	\$4,071	\$4,152	\$4,235
	6	\$4,087	\$4,169	\$4,252	\$4,337	\$4,424
	7	\$4,263	\$4,348	\$4,435	\$4,523	\$4,614

Basketball – Freshman	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,921	\$2,980	\$3,039	\$3,100	\$3,162
	2	\$3,098	\$3,160	\$3,223	\$3,287	\$3,353
	3	\$3,272	\$3,338	\$3,404	\$3,472	\$3,542
	4	\$3,447	\$3,516	\$3,586	\$3,658	\$3,731
	5	\$3,623	\$3,696	\$3,769	\$3,845	\$3,922
	6	\$3,797	\$3,873	\$3,951	\$4,030	\$4,110
	7	\$3,973	\$4,052	\$4,133	\$4,216	\$4,300

Basketball-Modified	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,340	\$2,387	\$2,434	\$2,483	\$2,533
	2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
	3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
	4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
	5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289
	6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
	7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669

Bowling-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,340	\$2,387	\$2,434	\$2,483	\$2,533
	2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
	3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
	4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
	5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289

	6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
	7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669
Cheerleading – Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$4,083	\$4,165	\$4,248	\$4,333	\$4,420
	2	\$4,259	\$4,344	\$4,431	\$4,519	\$4,610
	3	\$4,432	\$4,521	\$4,611	\$4,703	\$4,797
	4	\$4,607	\$4,699	\$4,793	\$4,889	\$4,987
	5	\$4,782	\$4,877	\$4,975	\$5,074	\$5,176
	6	\$4,958	\$5,057	\$5,159	\$5,262	\$5,367
	7	\$5,133	\$5,235	\$5,340	\$5,447	\$5,556
Cheerleading – JV	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,864	\$2,921	\$2,980	\$3,039	\$3,100
	2	\$3,038	\$3,098	\$3,160	\$3,223	\$3,288
	3	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
	4	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
	5	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
	6	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046
	7	\$3,913	\$3,991	\$4,071	\$4,152	\$4,235
Cheerleading – Freshman	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,107	\$2,149	\$2,192	\$2,236	\$2,281
	2	\$2,281	\$2,326	\$2,373	\$2,420	\$2,469
	3	\$2,457	\$2,506	\$2,556	\$2,608	\$2,660
	4	\$2,632	\$2,684	\$2,738	\$2,793	\$2,849
	5	\$2,806	\$2,862	\$2,919	\$2,978	\$3,037
	6	\$2,982	\$3,042	\$3,103	\$3,165	\$3,228
	7	\$3,157	\$3,220	\$3,284	\$3,350	\$3,417
Cross Country – Program Director	Step	23-24	24-25	25-26	26-27	27-28
		\$1,377	\$1,405	\$1,433	\$1,461	\$1,491

Cross Country-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,921	\$2,980	\$3,039	\$3,100	\$3,162
	2	\$3,098	\$3,160	\$3,223	\$3,287	\$3,353
	3	\$3,272	\$3,338	\$3,404	\$3,472	\$3,542
	4	\$3,447	\$3,516	\$3,586	\$3,658	\$3,731
	5	\$3,623	\$3,696	\$3,769	\$3,845	\$3,922
	6	\$3,797	\$3,873	\$3,951	\$4,030	\$4,110
	7	\$3,973	\$4,052	\$4,133	\$4,216	\$4,300

Cross Country-Varsity Assistant	Step	23-24	24-25	25-26	26-27	27-28
	1	\$1,922	\$1,961	\$2,000	\$2,040	\$2,081
	2	\$2,045	\$2,086	\$2,128	\$2,170	\$2,213
	3	\$2,168	\$2,212	\$2,256	\$2,301	\$2,347
	4	\$2,291	\$2,336	\$2,383	\$2,431	\$2,479
	5	\$2,413	\$2,461	\$2,510	\$2,560	\$2,611
	6	\$2,536	\$2,587	\$2,639	\$2,691	\$2,745
	7	\$2,658	\$2,711	\$2,766	\$2,821	\$2,877

Cross Country-Modified	Step	23-24	24-25	25-26	26-27	27-28
	1	\$1,638	\$1,671	\$1,704	\$1,738	\$1,773
	2	\$1,760	\$1,795	\$1,831	\$1,868	\$1,905
	3	\$1,883	\$1,920	\$1,959	\$1,998	\$2,038
	4	\$2,006	\$2,046	\$2,087	\$2,128	\$2,171
	5	\$2,127	\$2,170	\$2,213	\$2,257	\$2,302
	6	\$2,251	\$2,296	\$2,341	\$2,388	\$2,436
	7	\$2,373	\$2,420	\$2,468	\$2,518	\$2,568

Football-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$4,897	\$4,995	\$5,095	\$5,197	\$5,301
	2	\$5,072	\$5,174	\$5,277	\$5,383	\$5,491
	3	\$5,247	\$5,352	\$5,459	\$5,568	\$5,679

	4	\$5,421	\$5,530	\$5,640	\$5,753	\$5,868
	5	\$5,597	\$5,709	\$5,823	\$5,939	\$6,058
	6	\$5,771	\$5,887	\$6,004	\$6,124	\$6,247
	7	\$5,947	\$6,066	\$6,187	\$6,311	\$6,437
Football-Varsity Assistant JV Head Coach	Step	23-24	24-25	25-26	26-27	27-28
	1	\$4,103	\$4,186	\$4,269	\$4,355	\$4,442
	2	\$4,274	\$4,359	\$4,446	\$4,535	\$4,626
	3	\$4,443	\$4,532	\$4,623	\$4,715	\$4,809
	4	\$4,613	\$4,706	\$4,800	\$4,896	\$4,994
	5	\$4,781	\$4,876	\$4,974	\$5,073	\$5,175
	6	\$4,952	\$5,051	\$5,152	\$5,255	\$5,360
	7	\$5,121	\$5,224	\$5,328	\$5,435	\$5,544
Football – JV Assistant Modified Head Coach	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,721	\$3,795	\$3,871	\$3,949	\$4,028
	2	\$3,889	\$3,967	\$4,046	\$4,127	\$4,210
	3	\$4,062	\$4,143	\$4,226	\$4,310	\$4,396
	4	\$4,231	\$4,316	\$4,402	\$4,490	\$4,580
	5	\$4,399	\$4,487	\$4,577	\$4,669	\$4,762
	6	\$4,569	\$4,660	\$4,753	\$4,848	\$4,945
	7	\$4,738	\$4,833	\$4,929	\$5,028	\$5,128
Football – Modified Assistant	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
	2	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
	3	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
	4	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046
	5	\$3,913	\$3,991	\$4,071	\$4,152	\$4,235
	6	\$4,087	\$4,169	\$4,252	\$4,337	\$4,424
	7	\$4,263	\$4,348	\$4,435	\$4,523	\$4,614
Golf-Varsity	Step	23-24	24-25	25-26	26-27	27-28

1	\$2,225	\$2,269	\$2,314	\$2,361	\$2,408
2	\$2,398	\$2,446	\$2,495	\$2,545	\$2,596
3	\$2,574	\$2,626	\$2,678	\$2,732	\$2,787
4	\$2,749	\$2,804	\$2,860	\$2,917	\$2,975
5	\$2,922	\$2,981	\$3,040	\$3,101	\$3,163
6	\$3,099	\$3,161	\$3,224	\$3,288	\$3,354
7	\$3,273	\$3,339	\$3,405	\$3,474	\$3,543

Golf– JV

Step	23-24	24-25	25-26	26-27	27-28
1	\$1,872	\$1,909	\$1,947	\$1,986	\$2,026
2	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
3	\$2,207	\$2,251	\$2,296	\$2,342	\$2,389
4	\$2,377	\$2,424	\$2,473	\$2,522	\$2,573
5	\$2,545	\$2,596	\$2,648	\$2,701	\$2,755
6	\$2,711	\$2,765	\$2,821	\$2,877	\$2,935
7	\$2,882	\$2,939	\$2,998	\$3,058	\$3,119

Ice Hockey – Head Coach

Step	23-24	24-25	25-26	26-27	27-28
1	\$4,897	\$4,995	\$5,095	\$5,197	\$5,301
2	\$5,072	\$5,174	\$5,277	\$5,383	\$5,491
3	\$5,247	\$5,352	\$5,459	\$5,568	\$5,679
4	\$5,421	\$5,530	\$5,640	\$5,753	\$5,868
5	\$5,597	\$5,709	\$5,823	\$5,939	\$6,058
6	\$5,771	\$5,887	\$6,004	\$6,124	\$6,247
7	\$5,947	\$6,066	\$6,187	\$6,311	\$6,437

Ice Hockey-Assistant

Step	23-24	24-25	25-26	26-27	27-28
1	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
2	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
3	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
4	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046
5	\$3,913	\$3,991	\$4,071	\$4,152	\$4,235
6	\$4,087	\$4,169	\$4,252	\$4,337	\$4,424
7	\$4,263	\$4,348	\$4,435	\$4,523	\$4,614

Soccer-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,966	\$4,045	\$4,126	\$4,208	\$4,293
	2	\$4,140	\$4,223	\$4,307	\$4,394	\$4,481
	3	\$4,316	\$4,402	\$4,490	\$4,580	\$4,671
	4	\$4,491	\$4,581	\$4,672	\$4,766	\$4,861
	5	\$4,665	\$4,759	\$4,854	\$4,951	\$5,050
	6	\$4,842	\$4,939	\$5,038	\$5,138	\$5,241
	7	\$5,014	\$5,115	\$5,217	\$5,321	\$5,428

Soccer-Varsity Assistant JV Head Coach	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,864	\$2,921	\$2,980	\$3,039	\$3,100
	2	\$3,038	\$3,098	\$3,160	\$3,223	\$3,288
	3	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
	4	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
	5	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
	6	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046
	7	\$3,913	\$3,991	\$4,071	\$4,152	\$4,235

Soccer – Modified	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,457	\$2,506	\$2,556	\$2,608	\$2,660
	2	\$2,632	\$2,684	\$2,738	\$2,793	\$2,849
	3	\$2,806	\$2,862	\$2,919	\$2,978	\$3,037
	4	\$2,982	\$3,042	\$3,103	\$3,165	\$3,228
	5	\$3,157	\$3,220	\$3,284	\$3,350	\$3,417
	6	\$3,333	\$3,400	\$3,468	\$3,537	\$3,608
	7	\$3,506	\$3,576	\$3,647	\$3,720	\$3,795

Strength & Conditioning Fall & Spring	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,457	\$2,506	\$2,556	\$2,608	\$2,660
	2	\$2,632	\$2,684	\$2,738	\$2,793	\$2,849
	3	\$2,806	\$2,862	\$2,919	\$2,978	\$3,037

4	\$2,982	\$3,042	\$3,103	\$3,165	\$3,228
5	\$3,157	\$3,220	\$3,284	\$3,350	\$3,417
6	\$3,333	\$3,400	\$3,468	\$3,537	\$3,608
7	\$3,506	\$3,576	\$3,647	\$3,720	\$3,795

**Strength & Conditioning
Winter**

Step	23-24	24-25	25-26	26-27	27-28
1	\$2,921	\$2,980	\$3,039	\$3,100	\$3,162
2	\$3,098	\$3,160	\$3,223	\$3,287	\$3,353
3	\$3,272	\$3,338	\$3,404	\$3,472	\$3,542
4	\$3,447	\$3,516	\$3,586	\$3,658	\$3,731
5	\$3,623	\$3,696	\$3,769	\$3,845	\$3,922
6	\$3,797	\$3,873	\$3,951	\$4,030	\$4,110
7	\$3,973	\$4,052	\$4,133	\$4,216	\$4,300

**Strength & Conditioning
Pre-season**

\$370	\$378	\$385	\$393	\$401
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Swimming

Step	23-24	24-25	25-26	26-27	27-28
1	\$3,270	\$3,336	\$3,402	\$3,470	\$3,540
2	\$3,446	\$3,514	\$3,585	\$3,656	\$3,730
3	\$3,622	\$3,694	\$3,768	\$3,844	\$3,921
4	\$3,796	\$3,872	\$3,950	\$4,029	\$4,109
5	\$3,969	\$4,048	\$4,129	\$4,212	\$4,296
6	\$4,145	\$4,228	\$4,313	\$4,399	\$4,487
7	\$4,320	\$4,406	\$4,494	\$4,584	\$4,676

Swimming – Varsity Assistant

Step	23-24	24-25	25-26	26-27	27-28
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Swimming – Diving Coach

1	\$2,453	\$2,502	\$2,552	\$2,603	\$2,655
2	\$2,585	\$2,636	\$2,689	\$2,743	\$2,798
3	\$2,715	\$2,770	\$2,825	\$2,881	\$2,939
4	\$2,848	\$2,905	\$2,963	\$3,022	\$3,083
5	\$2,977	\$3,037	\$3,098	\$3,160	\$3,223
6	\$3,108	\$3,170	\$3,234	\$3,298	\$3,364

	7	\$3,240	\$3,304	\$3,370	\$3,438	\$3,507
Swimming – Modified	Step	23-24	24-25	25-26	26-27	27-28
	1	\$1,960	\$2,000	\$2,040	\$2,080	\$2,122
	2	\$2,067	\$2,108	\$2,150	\$2,193	\$2,237
	3	\$2,172	\$2,215	\$2,259	\$2,304	\$2,351
	4	\$2,278	\$2,323	\$2,370	\$2,417	\$2,465
	5	\$2,381	\$2,428	\$2,477	\$2,526	\$2,577
	6	\$2,487	\$2,536	\$2,587	\$2,639	\$2,692
	7	\$2,592	\$2,644	\$2,697	\$2,750	\$2,805
Tennis-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,340	\$2,387	\$2,434	\$2,483	\$2,533
	2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
	3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
	4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
	5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289
	6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
	7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669
Tennis-JV	Step	23-24	24-25	25-26	26-27	27-28
	1	\$1,987	\$2,027	\$2,067	\$2,109	\$2,151
	2	\$2,155	\$2,198	\$2,242	\$2,287	\$2,333
	3	\$2,324	\$2,370	\$2,417	\$2,466	\$2,515
	4	\$2,492	\$2,542	\$2,593	\$2,644	\$2,697
	5	\$2,660	\$2,713	\$2,768	\$2,823	\$2,879
	6	\$2,826	\$2,883	\$2,941	\$2,999	\$3,059
	7	\$2,997	\$3,057	\$3,118	\$3,180	\$3,244
Track-Program Director (Spring)	Step	23-24	24-25	25-26	26-27	27-28
	1	\$1,377	\$1,405	\$1,433	\$1,461	\$1,491
Track-Varsity (Spring)	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,735	\$3,810	\$3,886	\$3,964	\$4,043

	2	\$3,910	\$3,988	\$4,068	\$4,149	\$4,232
	3	\$4,084	\$4,166	\$4,249	\$4,334	\$4,421
	4	\$4,260	\$4,345	\$4,432	\$4,520	\$4,611
	5	\$4,434	\$4,523	\$4,613	\$4,705	\$4,799
	6	\$4,608	\$4,701	\$4,795	\$4,890	\$4,988
	7	\$4,785	\$4,881	\$4,978	\$5,078	\$5,179
Track-Varsity Assistant (Spring)	Step	23-24	24-25	25-26	26-27	27-28
Track- Throws Coach (Spring)	1	\$2,631	\$2,683	\$2,737	\$2,792	\$2,847
	2	\$2,805	\$2,861	\$2,918	\$2,977	\$3,036
	3	\$2,981	\$3,041	\$3,102	\$3,164	\$3,227
	4	\$3,155	\$3,218	\$3,282	\$3,348	\$3,415
	5	\$3,328	\$3,395	\$3,463	\$3,532	\$3,603
	6	\$3,505	\$3,575	\$3,646	\$3,719	\$3,794
	7	\$3,679	\$3,753	\$3,828	\$3,904	\$3,982
Track-Indoor-Program Director	Step	23-24	24-25	25-26	26-27	27-28
		\$1,377	\$1,405	\$1,433	\$1,461	\$1,491
Track-Indoor-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,385	\$3,453	\$3,522	\$3,593	\$3,664
	2	\$3,561	\$3,632	\$3,705	\$3,779	\$3,854
	3	\$3,736	\$3,811	\$3,887	\$3,965	\$4,044
	4	\$3,911	\$3,989	\$4,069	\$4,150	\$4,233
	5	\$4,086	\$4,168	\$4,251	\$4,336	\$4,423
	6	\$4,262	\$4,347	\$4,434	\$4,522	\$4,613
	7	\$4,436	\$4,525	\$4,615	\$4,707	\$4,802
Track-Indoor-Assistant	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,631	\$2,683	\$2,737	\$2,792	\$2,847
	2	\$2,805	\$2,861	\$2,918	\$2,977	\$3,036
	3	\$2,981	\$3,041	\$3,102	\$3,164	\$3,227
	4	\$3,155	\$3,218	\$3,282	\$3,348	\$3,415

	5	\$3,328	\$3,395	\$3,463	\$3,532	\$3,603
	6	\$3,505	\$3,575	\$3,646	\$3,719	\$3,794
	7	\$3,679	\$3,753	\$3,828	\$3,904	\$3,982
Unified -YAC Advisor	Step	23-24	24-25	25-26	26-27	27-28
Youth Athletic Committee	1	\$1,020	\$1,040	\$1,061	\$1,082	\$1,104
Unified Basketball	Step	23-24	24-25	25-26	26-27	27-28
Unified Bowling	1	\$2,340	\$2,387	\$2,434	\$2,483	\$2,533
Unified Bocce	2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
	3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
	4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
	5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289
	6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
	7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669
Volleyball – Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,966	\$4,045	\$4,126	\$4,208	\$4,293
	2	\$4,140	\$4,223	\$4,307	\$4,394	\$4,481
	3	\$4,316	\$4,402	\$4,490	\$4,580	\$4,671
	4	\$4,491	\$4,581	\$4,672	\$4,766	\$4,861
	5	\$4,665	\$4,759	\$4,854	\$4,951	\$5,050
	6	\$4,842	\$4,939	\$5,038	\$5,138	\$5,241
	7	\$5,014	\$5,115	\$5,217	\$5,321	\$5,428
Volleyball-JV	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,037	\$3,097	\$3,159	\$3,222	\$3,287
	2	\$3,210	\$3,274	\$3,340	\$3,406	\$3,475
	3	\$3,385	\$3,453	\$3,522	\$3,593	\$3,664
	4	\$3,561	\$3,632	\$3,705	\$3,779	\$3,854
	5	\$3,736	\$3,811	\$3,887	\$3,965	\$4,044
	6	\$3,911	\$3,989	\$4,069	\$4,150	\$4,233
	7	\$4,086	\$4,168	\$4,251	\$4,336	\$4,423

Volleyball – Freshman	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,687	\$2,740	\$2,795	\$2,851	\$2,908
	2	\$2,864	\$2,921	\$2,980	\$3,039	\$3,100
	3	\$3,038	\$3,098	\$3,160	\$3,223	\$3,288
	4	\$3,214	\$3,278	\$3,344	\$3,411	\$3,479
	5	\$3,387	\$3,455	\$3,524	\$3,595	\$3,667
	6	\$3,562	\$3,633	\$3,706	\$3,780	\$3,855
	7	\$3,738	\$3,813	\$3,889	\$3,967	\$4,046

Volleyball – Modified	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,285	\$2,330	\$2,377	\$2,425	\$2,473
	2	\$2,514	\$2,565	\$2,616	\$2,668	\$2,722
	3	\$2,690	\$2,744	\$2,798	\$2,854	\$2,911
	4	\$2,865	\$2,922	\$2,981	\$3,041	\$3,101
	5	\$3,039	\$3,099	\$3,161	\$3,225	\$3,289
	6	\$3,215	\$3,279	\$3,345	\$3,412	\$3,480
	7	\$3,389	\$3,457	\$3,526	\$3,597	\$3,669

Wrestling-Varsity	Step	23-24	24-25	25-26	26-27	27-28
	1	\$4,549	\$4,640	\$4,733	\$4,828	\$4,924
	2	\$4,724	\$4,818	\$4,914	\$5,013	\$5,113
	3	\$4,899	\$4,997	\$5,097	\$5,199	\$5,303
	4	\$5,073	\$5,175	\$5,278	\$5,384	\$5,492
	5	\$5,249	\$5,354	\$5,461	\$5,570	\$5,682
	6	\$5,422	\$5,531	\$5,641	\$5,754	\$5,869
	7	\$5,598	\$5,710	\$5,824	\$5,940	\$6,059

Wrestling – JV	Step	23-24	24-25	25-26	26-27	27-28
Wrestling – Varsity Assistant	1	\$3,503	\$3,573	\$3,644	\$3,717	\$3,791
	2	\$3,677	\$3,751	\$3,826	\$3,902	\$3,980
	3	\$3,852	\$3,929	\$4,007	\$4,087	\$4,169
	4	\$4,027	\$4,107	\$4,190	\$4,273	\$4,359
	5	\$4,201	\$4,285	\$4,371	\$4,459	\$4,548
	6	\$4,377	\$4,464	\$4,554	\$4,645	\$4,738

	7	\$4,551	\$4,642	\$4,735	\$4,830	\$4,926
Wrestling-Modified-Head Coach	Step	23-24	24-25	25-26	26-27	27-28
	1	\$3,270	\$3,336	\$3,402	\$3,470	\$3,540
	2	\$3,446	\$3,514	\$3,585	\$3,656	\$3,730
	3	\$3,622	\$3,694	\$3,768	\$3,844	\$3,921
	4	\$3,796	\$3,872	\$3,950	\$4,029	\$4,109
	5	\$3,969	\$4,048	\$4,129	\$4,212	\$4,296
	6	\$4,145	\$4,228	\$4,313	\$4,399	\$4,487
	7	\$4,320	\$4,406	\$4,494	\$4,584	\$4,676
Wrestling-Modified Assistant	Step	23-24	24-25	25-26	26-27	27-28
	1	\$2,824	\$2,881	\$2,938	\$2,997	\$3,057
	2	\$3,001	\$3,061	\$3,122	\$3,185	\$3,248
	3	\$3,176	\$3,240	\$3,305	\$3,371	\$3,438
	4	\$3,355	\$3,422	\$3,490	\$3,560	\$3,631
	5	\$3,531	\$3,602	\$3,674	\$3,747	\$3,822
	6	\$3,708	\$3,782	\$3,857	\$3,935	\$4,013
	7	\$3,886	\$3,964	\$4,043	\$4,124	\$4,207
Certified Athletic Trainer		\$18,561	\$18,932	\$19,311	\$19,697	\$20,091

Longevity: non-cumulative payment for coaching services provided to the school district:

Beginning in the 11 th year of service	\$289	\$294	\$300	\$306	\$312
Beginning in the 14 th year of service	\$575	\$587	\$599	\$610	\$623
Beginning in the 17 th year of service	\$863	\$880	\$898	\$916	\$934
Beginning in the 20 th year of service	\$1,153	\$1,176	\$1,199	\$1,223	\$1,248
Beginning in the 25 th year of service	\$1,678	\$1,711	\$1,746	\$1,781	\$1,816
Intramural: 50 sessions and authorized payment from Athletic Director	\$766	\$781	\$797	\$813	\$829
Extramural: Physical Education teachers/coaches are encouraged to organize Extramural sports teams. Said individual shall be paid for the completion of each session	\$601	\$613	\$625	\$638	\$650

D. Extra Curricular Stipends

All positions are appointed annually by the Board of Education. Such stipend shall not be deemed part of the teacher's base salary.

A district representative chosen by the superintendent and a bargaining unit member chosen by the Mohonasen Teachers Association will meet annually to discuss the addition, deletion, or amendment of positions.

POSITIONS	School	2023-24	*2024-25	*2025-26	*2026-27	*2027-28
Animal Club	DMS	\$893				
Anime Club	DMS	\$893				
Art Club	MHS	\$1,155				
Art Club	PW	\$1,155				
Art Club	Bradt	\$1,155				
Art Club	DMS	\$1,155				
Astronomy Club	DMS	\$1,155				
Audio-Visual Media Arts Club	MHS	\$1,155				
Baking Club	DMS	\$893				
Black & Latino Achievers	MHS	\$893				
Chess Club	DMS	\$893				
Chess Club	PW	\$893				
Class Advisor - All HS	MHS	\$4,123				
Class Advisor-8th grade	DMS	\$642				
Coding Club - per session	PW	\$450				
Computer Science Club	PW	\$893				
Creative Writing-Elementary	PW	\$893				
Crochet Club	DMS	\$1,155				
Debate Club	DMS	\$893				
Draper Fitness Club	DMS	\$893				
Esports	MHS	\$1,155				
Extra-Curricular Auditor	K-12	\$776				
Extra-Curricular Treasurer	K-12	\$3,093				
Fiddle Club	DMS	\$1,155				
Fitness & Nutrition Club	DMS	\$893				
French Honor Society	MHS	\$893				
Gaming Club	MHS	\$893				
Garden Club	DMS	\$1,346				
GSA Club	DMS	\$893				
Harry Potter Club	DMS	\$893				
Hiking/Expedition Club	DMS	\$1,155				
Hip Hop Club	DMS	\$893				
Hip Hop Club	MHS	\$893				
History Club	MHS	\$1,155				
History Club	DMS	\$1,155				

Impressions Magazine	MHS	\$1,155				
International Club	MHS	\$893				
Key Club (Do Something)	MHS	\$893				
K-Pop Club	MHS	\$893				
K-Pop Club	DMS	\$893				
Lego Club	DMS	\$893				
Library Book Club	MHS	\$893				
Library Book Club	DMS	\$893				
Master Minds	MHS	\$893				
Math Counts Club	DMS	\$893				
Math Honor Society	MHS	\$893				
Math Olympiad	PW	\$893				
Media Club	MHS	\$1,155				
Media Club/DMS TV (2)	DMS	\$1,155				
Media Specialist	K-12	\$2,620				
Minecraft Club	DMS	\$893				
Mock Trial	MHS	\$1,155				
Music Production	MHS	\$1,155				
National Business Honor Soc.	MHS	\$893				
National Honor Society	MHS	\$1,155				
National Honor Society-Jr.	DMS	\$1,155				
Newspaper	DMS	\$1,680				
Newspaper - Arrowhead	MHS	\$2,567				
Odyssey of the Mind Coord.	K-12	\$1,952				
Olympics of Visual Arts (OVA)	MHS	\$1,155				
Peer Mediation	MHS	\$1,155				
Peers Club	MHS	\$1,155				
Peers for Peace	DMS	\$893				
Peers for Peace/Study Circles	MHS	\$893				
Pokémon Club	DMS	\$1,155				
Rocket Club	DMS	\$1,155				
Rocket/Robotics Club	MHS	\$1,155				
Science Club	MHS	\$1,155				
Science Club	DMS	\$1,155				
Science Honor Society	MHS	\$893				
Science Olympiad Team	MHS	\$1,155				
Ski Club (Head Advisor)	MHS	\$1,719				
Ski Club (Co-Advisor)	DMS	\$1,146				
Spanish Honor Society	MHS	\$893				
Stop Motion Video Club	DMS	\$893				
Student Council	MHS	\$2,571				
Student Council	DMS	\$1,680				
Student Council	PW	\$1,155				
Support Club	MHS	\$893				
Technology Club	MHS	\$1,155				
Technology Club	DMS	\$1,155				
Teen Town	DMS	\$1,582				

Tri-M Music Honor Society	MHS	\$893				
World Languages	DMS	\$893				
Yearbook	DMS	\$1,680				
Yearbook (Totem)	MHS	\$3,606				

*When new extra-curricular rates for the 2023-2024 school year are approved by the committee, the District agrees to compensate the new rate(s) no later than June 30, 2024. The parties agree that, at a minimum, a rate will not decrease for the 2023-2024 school year. When new extra-curricular rates are approved for the 2023-2024 school year, the rates will increase 2% for years 2024-2025, 2025-2026, 2026-2027 and 2027-2028. Once the rate calculations are finalized, the parties agree to attach an addendum to the collective bargaining agreement and distribute to the bargaining unit members.

Music Performance Stipends	School	2023-24	2024-25	2025-26	2026-27	2027-28
Acapella Group (4 Good Measure)	MHS	\$5,100	\$5,202	\$5,306	\$5,412	\$5,520
Chamber Choir	DMS	\$2,550	\$2,601	\$2,653	\$2,706	\$2,760
Chamber Choir	PW	\$2,550	\$2,601	\$2,653	\$2,706	\$2,760
Choir - Grade 4	PW	\$2,423	\$2,471	\$2,520	\$2,571	\$2,622
Choir - Grade 5	PW	\$2,423	\$2,471	\$2,520	\$2,571	\$2,622
Elementary Orchestra - Gr 4-5	PW	\$2,805	\$2,861	\$2,918	\$2,977	\$3,036
Orchestra/Fiddle	DMS	\$2,550	\$2,601	\$2,653	\$2,706	\$2,760
Fresh Fiddlers - Gr 3	PW	\$2,805	\$2,861	\$2,918	\$2,977	\$3,036
Elementary Band	PW	\$2,805	\$2,861	\$2,918	\$2,977	\$3,036
High School Select Choir	MHS	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Select/Pop Choir	DMS	\$2,550	\$2,601	\$2,653	\$2,706	\$2,760
Select Marching Band	DMS	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Stage Band	DMS	\$1,155	\$1,178	\$1,202	\$1,226	\$1,250
Senior High Pep Band	MHS	\$434	\$443	\$452	\$461	\$470
Senior High Stage Band I	MHS	\$1,385	\$1,413	\$1,441	\$1,470	\$1,499
Senior High Stage Band II	MHS	\$1,210	\$1,234	\$1,259	\$1,284	\$1,310
Senior High Jazz Band	MHS	\$2,550	\$2,601	\$2,653	\$2,706	\$2,760

Mohon Masque Stipends	School	2023-24	2024-25	2025-26	2026-27	2027-28
Mohon Masque Jr (Drama Club)	DMS	\$1,952	\$1,991	\$2,031	\$2,072	\$2,113
Mohon Masque-Director-FALL	MHS	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Mohon Masque-Asst. Director - FALL	MHS	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Mohon Masque-Director - SPRING	MHS	\$5,610	\$5,722	\$5,837	\$5,953	\$6,072
Mohon Masque-Asst. Director-SPRING	MHS	\$5,100	\$5,202	\$5,306	\$5,412	\$5,520

Marching Band Stipends	2023-24	2024-25	2025-26	2026-27	2027-28
Director	\$6630	\$6,763	\$6,898	\$7,036	\$7,177
Assistant Director	\$2856	\$2,913	\$2,971	\$3,031	\$3,091
Captain Head – Visual	\$2448	\$2,497	\$2,547	\$2,598	\$2,650
Captain Head – Percussion	\$2448	\$2,497	\$2,547	\$2,598	\$2,650
Captain Head – Music	\$2448	\$2,497	\$2,547	\$2,598	\$2,650
Captain Head – Pit/Electronics	\$2448	\$2,497	\$2,547	\$2,598	\$2,650
Instructor – Percussion (3)	\$1428	\$1,457	\$1,486	\$1,515	\$1,546
Instructor – Guard (3)	\$1428	\$1,457	\$1,486	\$1,515	\$1,546
Instructor – Visual (2)	\$1428	\$1,457	\$1,486	\$1,515	\$1,546

Winter Color Guard Stipends	2023-24	2024-25	2025-26	2026-27	2027-28
Coordinator of Indoor Activities	\$6,120	\$6,242	\$6,367	\$6,495	\$6,624
Director - Varsity	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Varsity Guard Instructor (3)	\$1,530	\$1,561	\$1,592	\$1,624	\$1,656
Director - JV	\$1,530	\$1,561	\$1,592	\$1,624	\$1,656
JV Guard Instructor (2)	\$1,020	\$1,040	\$1,061	\$1,082	\$1,104
Director - Modified Guard	\$1,530	\$1,561	\$1,592	\$1,624	\$1,656
Modified Guard Instructor	\$1,000	\$1,020	\$1,040	\$1,061	\$1,082
Director - Pinewood Guard	\$1,020	\$1,040	\$1,061	\$1,082	\$1,104
Pinewood Guard Instructor (2)	\$510	\$520	\$531	\$541	\$552

Winter Percussion Stipends	2023-24	2024-25	2025-26	2026-27	2027-28
Director	\$2,040	\$2,081	\$2,122	\$2,165	\$2,208
Percussion Instructor (4)	\$1,020	\$1,040	\$1,061	\$1,082	\$1,104

E. Non-Instructional Duties

POSITIONS	2023-24	2024-25	2025-26	2026-27	2027-28
Detention (per hour)	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55
Bus Supervision (per hour)	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55
Cafeteria Supervision - Breakfast & Lunch (per hour)	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55
Parent Pick-Up (per hour)	\$24.53	\$25.02	\$25.52	\$26.03	\$26.55
Chaperone Home - Athletic Contest/Co-Curricular Event	\$80.78	\$82.40	\$84.05	\$85.73	\$87.44
Chaperone Away - Athletic Contest/Co-Curricular Event	\$97.16	\$99.10	\$101.08	\$103.10	\$105.16

F. Extra Instructional Duties

Appointment is subject to the approval of the Board of Education on an annual basis. Such stipend shall not be deemed a part of the teacher's base salary.

POSITIONS	2023-24	2024-25	2025-26	2026-27	2027-28
Planning Period	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28
After School Test Prep	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28
Tutoring – 1 on 1; Proctoring-Certified Teacher	\$31.76	\$32.40	\$33.05	\$33.71	\$34.38
Tutoring – 1 on 1; Proctoring-Non-Certified Teacher	\$26.76	\$27.40	\$28.05	\$28.71	\$29.38
PM School, After-School AIS Certified Teacher	\$36.28	\$37.01	\$37.75	\$38.51	\$39.28
PM School, After-School AIS Non-Certified Teacher	\$31.28	\$32.01	\$32.75	\$33.51	\$34.28

G. Other Stipend Positions

Appointment is subject to the approval of the Board of Education on an annual basis. Such stipend shall not be deemed a part of the teacher's base salary.

POSITIONS	2023-24	2024-25	2025-26	2026-27	2027-28
K-12 Performing Arts Facilitator	\$5,083	\$5,184	\$5,288	\$5,394	\$5,502
Instructional Teacher Leader	\$2,541	\$2,592	\$2,644	\$2,697	\$2,751
Teacher Mentor	\$2,541	\$2,592	\$2,644	\$2,697	\$2,751
Dean – High School	\$4,000	\$4,000	\$4,100	\$4,200	\$4,200
Dean - Draper MS (Grades 6-8) Includes .2 FTE release time*	\$5,717	\$5,831	\$5,948	\$6,067	\$6,188

*Dean (less than full-time) for Draper Middle School (grades 6-8) position shall have 0.2 FTE release time and no supervisory duty during their scheduled workday.

*Dean(s) for the High School shall have no supervisory duty during their scheduled workday.

ARTICLE XIX

RETIREMENT INCENTIVE

- A. For teachers or nurses in their 1st year of eligibility to retire without benefit reduction under the terms of the NYS Teachers' Retirement System (TRS) or the New York State Employee Retirement System (ERS):

\$25,000 as a credit into a 403b account.

2nd year of eligibility- \$15,000 as a credit into a 403b account.

Payment shall be made in one-lump sum provided that the contribution does not violate the limit on annual additions under IRS contribution limits as such limits may change under the applicable law and regulations.

The parties will agree in a side letter that a challenge to this provision will result in any payments being held in abeyance. Any monies will be put in "escrow" and the parties will immediately meet to negotiate the impact of the challenge.

- B. For teaching assistants with at least 15 years of service***

\$5,000 credit into a 403b account provided they retire directly from the District under the rules of the NYSTRS.

Payment shall be made in one-lump sum provided that the contribution does not violate the limit on annual additions under IRS contribution limits as such limits may change under the applicable law and regulations.

*15 years must be consecutive and immediately prior to retirement and must all be as a teaching assistant, long-term substitute, other District position, or combination of job titles for the District. Unpaid leaves of absence will not count towards the 15 years. If an employee resigns or is terminated and is later re-hired, the service time for eligibility for this incentive shall start over. Layoffs will not result in the accrual of time "starting over" but unpaid leaves are not to be counted toward service time (time will be frozen but not start over).

NOTIFICATION REQUIREMENTS

Members shall submit an irrevocable letter of resignation for retirement purposes that must be received by the District at least seventy-five (75) calendar days prior to the effective date of resignation, but no later than February 1st. For any resignation letter dated on February 1st, the effective retirement date can be no earlier than June 30th. Any retirement letter submitted between February 2nd and June 30th shall not receive the incentive for that school year.

Employees who first become eligible to retire in July or August, can either retire effective August 31st of that year or work the following school year to still receive the first eligibility incentive.

ARTICLE XX

PAYROLL DEDUCTION

A. The Board of Education of Mohonasen Central School District agrees to deduction from the salaries of its employees of dues for Mohonasen Teachers' Association, the New York State United Teachers or any one of any combination of such associations as said teacher individually and voluntarily authorizes the Board to deduct and to transmit the monies to such association or associations in the manner prescribed in Section B. Teacher authorizations shall be in writing in the form set forth below:

Designation and Payroll Deduction
Authorization #1

(Print) Last Name	First	Initial	Building
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Address

TO: Board of Education of Mohonasen Central School District

Pursuant to Chapter 392, Laws of 1967, I hereby designate the Mohonasen Teachers' Association as my representative for the purpose of collective negotiations, and I hereby request and authorize you, according to arrangements agreed upon with such Association, to deduct from my salary and transmit to the Association indicated below the dues as certified by the respective associations. I hereby waive all rights and claims for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and its officers from any liability therefrom. This authority shall be continuous while employed in this school system or until withdrawn by written notice.

\$ _____ Mohonasen Teachers' Association

\$ _____ New York State United Teachers

\$ _____ American Federation of Teachers

Employee Signature

Date

Certification of Dues _____

MTA Treasurer Signature

- B. Deductions referred to in Section A shall be made in the following manner: The total annual membership dues for these designated professional associations, certified by the MTA Treasurer on the authorization forms as shown in Section A, shall be deducted in ten equal consecutive installments beginning with the first pay period in November. No later than the fifteenth day of October, the Association shall submit to the Board signed original payroll deduction authorization forms for new members and two copies of a typed, alphabetic list of all Mohonasen Teachers' Association members who have authorized payroll deductions. The list will itemize for each employee the exact amount of the annual dues to be deducted for the organizations named in Section A or any combination thereof. The list will be signed by the Treasurer of the MTA.
- C. Dues deductions will be made in October (1), November (2), December (2), January (2), February (2), and March (1) (Total of 10 payments in a school year).
- The Board of Education will transmit to the treasurer of the Mohonasen Teachers' Association within five (5) working days from the last payroll deduction for that month, a direct deposit covering all authorized deductions for that month for organizations named in Section A of Article (XX).
- D. Wherever it is indicated in Article III that the MTA transmit forms, lists and other written items of information to the Board of Education, all such communications shall be directed to the Clerk of the Board of Education.
- E. The Board of Education of Mohonasen Central School District agrees to deduction from the salaries of its employees for the:
1. loan payments to the New York State Teachers' Retirement System;
 2. insurance plans offered through the New York State United Teachers;
 3. Tax Sheltered Annuity Plan;
- or any one or any combination of such deductions listed above as said unit members individually and voluntarily authorized the Board to deduct and transmit the monies to such appropriate authorities. Unit member authorization shall be in writing on forms provided by the Business Office.
- F. All members are required to use direct deposit and electronic payroll measures (e.g. receipt of pay stubs).

ARTICLE XXI

TEACHING ASSISTANT

A. Salary

Teacher Assistant Hourly Salary Schedule					
Step	23-24	24-25	25-26	26-27	27-28
1	\$18.93	\$19.02	\$19.12	\$19.22	\$19.31
2	\$19.12	\$19.21	\$19.31	\$19.41	\$19.50
3	\$19.31	\$19.41	\$19.50	\$19.60	\$19.70
4	\$19.50	\$19.60	\$19.70	\$19.80	\$19.90
5	\$19.70	\$19.80	\$19.90	\$20.00	\$20.10
6	\$19.90	\$20.00	\$20.10	\$20.20	\$20.30
7	\$20.09	\$20.20	\$20.30	\$20.40	\$20.50
8	\$20.30	\$20.40	\$20.50	\$20.60	\$20.70
9	\$20.50	\$20.60	\$20.70	\$20.81	\$20.91
10	\$20.70	\$20.81	\$20.91	\$21.02	\$21.12
11	\$21.01	\$21.12	\$21.22	\$21.33	\$21.44
12	\$21.33	\$21.44	\$21.54	\$21.65	\$21.76
13	\$21.65	\$21.76	\$21.87	\$22.07	\$22.29
14	\$21.97	\$22.26	\$22.48	\$22.71	\$22.93
15	\$22.37	\$22.99	\$23.22	\$23.45	\$23.68
16	\$23.08	\$23.72	\$23.96	\$24.20	\$24.44
17	\$23.87	\$24.53	\$24.77	\$25.02	\$25.27
18	\$24.51	\$25.19	\$25.44	\$25.69	\$25.95
19	\$25.21	\$25.91	\$26.17	\$26.43	\$26.69
20	\$26.21	\$26.94	\$27.20	\$27.47	\$27.75
21	\$27.36	\$28.12	\$28.40	\$28.68	\$28.96
22	\$28.58	\$29.37	\$29.66	\$29.96	\$30.25
23	\$29.37	\$30.19	\$30.49	\$30.79	\$31.10
24	\$30.25	\$30.99	\$31.30	\$31.61	\$31.93
25	\$31.46	\$31.58	\$31.89	\$32.21	\$32.53
Longevity	\$250	\$300	\$350	\$400	\$450

1. Teaching Assistants salary will be calculated using the following formula:

Total salary = hourly rate x hours per day x 183 days

Full-time and part-time teaching assistants will be placed on a Step as determined in the discretion of the District consistent with the experience and credentials of the new hire.

Agree that the prior practice of compensating teaching assistants separately with paid holidays shall be discontinued effective September 1, 2023 as such

compensation has been absorbed into the new salary schedule for teaching assistants.

2. Agreement that, effective July 1, 2024, the District will allow the option of “salary” to be consistently paid the same throughout the year, rather than on as earned on a payroll basis, as an option for those teaching assistants who choose it. Any teaching assistant must elect this option no later than June 30th of the year before in order to be eligible. If no election is submitted, pay shall remain the same for the following year as it was the preceding year.
3. Longevity for teaching assistants:
Effective July 1, 2021, the following longevity amounts will be in effect:
10 continuous years of service in the District: \$200
15 continuous years of service in the District: \$225
20 continuous years of service in the District: \$250
These amounts are non-cumulative.
4. Teaching Assistant Salary Differentiation:
Level I certification - \$0
Level II certification - \$300
Level III certification or “Grandfathered in” - \$800
Pre-Professional - \$1000

Certification level for TAs must be established by October 31st for TAs to receive the salary differential for that school year. Proof of completed certification application on or before October 31st is sufficient so long as it results in certification being granted. If the above stated criteria are not met then the salary differentiation shall not apply until the following school year.

Stipends will be paid by June 30 of each year assuming the teaching assistant has been employed for the entire year and has not taken any time without pay during that period of time.

5. Teaching Assistants that provide substitute coverage for a teacher (not absent TAs), the assistant shall be compensated at the rate of \$10.00 per hour above their normal pay.

C. Work Year and Work Hours

1. A full-time teaching assistant will work a thirty-two and a half (32.5) hour week. Such week shall consist of five (5) days, six and a half (6.5) hours per day excluding a one-half (1/2) hour unpaid lunch period per day. The work year shall consist of 183 school calendar workdays.
2. A part-time teaching assistant will work less than thirty-two and a half (32.5) hours per week. Such week shall consist of some number of hours less than six

and a half (6.5) hours per day, five (5) days per week. The work year shall consist of 183 school calendar workdays.

D. Assignment

1. Teaching assistants will be notified of the next year's assignment by June 30 of the preceding school year. Notice of an assignment change shall be given insofar as possible to a teaching assistant at least thirty (30) days before the start of the school year.
2. As part of his/her professional responsibility, a full-time teaching assistant may be required to attend all faculty meetings as directed by his/her building principal which may be held after the teaching assistant scheduled work day.
3. Teaching Assistants that provide substitute coverage for a teacher (not absent TAs), the assistant shall be compensated at the rate of \$10.00 per hour above their normal pay.

E. Evaluation

An evaluation of a teaching assistant shall be conducted annually by a member of the administrative staff. The evaluation shall be reduced to writing and an opportunity given to the teaching assistant to provide rebuttal or explanation for a matter(s) contained in the evaluation.

F. Layoff and Recall Rights

1. Lay-off and recall of a full-time teaching assistant shall be consistent with New York Education Law.
2. In the event of a reduction in the number of part-time teaching assistant positions, part-time teaching assistants will be laid off in the following order:
 - a. Any part-time teaching assistant with less than six (6) years of continuous service with the District as a teaching assistant may be laid off at any time.
 - b. A part-time teaching assistant with six (6) years or more of continuous service with the District will be laid off in inverse order of his/her seniority as a teaching assistant with the District.

G. Posting Full-Time Positions

The District agrees that any full-time tenure track TA positions (6.5 hours or more) that are converted from a part-time position, or created new, shall be posted internally for any current teaching assistant to apply for prior to an

external posting. Any certified teaching assistant that applies for a full-time position shall be granted an interview.

- H. Teaching Assistants shall also be covered by any other Article of the Agreement that is not covered in this Article and that is not unique to teachers (e.g. health insurance and leaves would apply to Teaching Assistants as that is not unique to teachers).

ARTICLE XXII

NURSE

A. Salary

Ten-month and Twelve-month school nurse(s) shall be compensated according to the nurse salary schedule (80% of teacher salary schedule).

	Salary Scale	Salary Scale	Salary Scale	Salary Scale	Salary Scale
Step	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
1	\$39,154	\$40,250	For years 2025-2026 through 2027-2028 (Years 3-5) the following formula shall be used to determine annual salary schedule increases: • If 0% increase in Foundation Aid from the prior year, then 0.75% increase to the salary schedule plus step; • If 1% increase in Foundation Aid from the prior year, then 1.0% increase to the salary schedule plus step; • If 2% increase in Foundation Aid from the prior year, then 1.25% increase to the salary schedule plus step; • If 3% increase in Foundation Aid from the prior year, then 1.5% increase to the salary schedule plus step; and, • If 4% or more increase in Foundation Aid from the prior year, then 1.75% increase to the salary schedule plus step. • If Foundation Aid percentage increase number falls between percentages, mathematical rounding rules shall apply. . If Foundation Aid decreases from the prior year, Option 1 shall still apply (i.e. there shall be at least an increase to the salary schedule of 0.75% each year).		
2	\$40,201	\$41,327			
3	\$41,172	\$42,325			
4	\$41,980	\$43,155			
5	\$42,942	\$44,144			
6	\$43,797	\$45,023			
7	\$44,822	\$46,077			
8	\$45,770	\$47,051			
9	\$46,963	\$48,278			
10	\$48,441	\$49,797			
11	\$49,925	\$51,323			
12	\$51,412	\$52,852			
13	\$52,701	\$54,176			
14	\$54,228	\$55,746			
15	\$56,013	\$57,582			
16	\$57,762	\$59,379			
17	\$59,739	\$61,412			
18	\$61,360	\$63,078			
19	\$63,142	\$64,910			
20	\$65,653	\$67,492			
21	\$68,497	\$70,415			
22	\$71,572	\$73,576			
23	\$73,587	\$75,647			
24	\$75,564	\$77,680			
25	\$76,993	\$79,149			
 Longevity	 \$3,000	 \$3,000	 \$3200	 \$3400	 \$3600

1. Within five (5) business days of the final approval of the following year's Foundation Aid or School Budget vote, whichever occurs later, the parties agree to meet to finalize and publish the next school year's salary schedule.

This provision pertaining to the Foundation Aid compensation formula for determining the salary schedule increase for years 3-5 of the Agreement shall sunset on June 30, 2028, and shall have no further force or effect after that date regardless of the status of negotiations between the parties for a successor agreement. However, step movement, as it may apply, shall continue if the contract expires without agreement.

In addition to the salary increase in each year of the Agreement provided for in the nurse salary schedule, a nurse will receive a longevity payment each school year following completion of one full year at step 25 of the salary schedule provided he/she continues in the employment of the school district thereafter. The longevity payment shall be as set forth below (80% of the Teacher Longevity):

2023-2024:	\$3,000
2024-2025:	\$3,000
2025-2026:	\$3,200
2026-2027:	\$3,400
2027-2028:	\$3,600

2. Additional days worked by the twelve-month school nurse(s) in excess of the ten-month school nurses' work year shall be computed as follows:

The twelve-month school nurse(s)' appropriate step amount at the corresponding percentage in the specific school year of the teachers' salary schedule ÷ 200 (ten-month school nurse work year including paid holidays) x the number of additional days worked.

B. Work Year, Work Hours and Vacation Time (for 12-month nurses)

1. The work day for school nurses shall be 7:30am to 3:00p.m. with a forty (40) minute lunch inclusive within the day.
2. Ten (10) month school nurses will work a thirty-five (35) hour work week. Such week shall consist of five (5) days, seven (7) hours per day. The work year shall consist of 185 days, between September 1 and June 30 plus three (3) additional days between July 1 and August 31, which are included in their annual salary. Any days beyond the three days will be separately compensated at the nurse's per diem rate. Ten (10) month nurses are not required to work school recesses and holidays which fall within their normally scheduled work year.
3. The twelve (12) month school nurse will work a thirty-five (35) hour work week consisting of five (5) days, seven (7) hours per day. The twelve-month nurse will work each day in the year except his/her vacation, Saturdays, Sundays and designated holidays.

The twelve (12) month nurse shall receive annual paid vacation as follows:

<u>Years of Continuous Service (measured from July 1, first occurring after commencement of employment)</u>	<u>Number of Vacation Days Credited</u>
After completion of 1-3 years	10 days
After completion of 4 years	11 days
After completion of 5 years	12 days
After completion of 6 years	13 days
After completion of 7 years	14 days
After completion of 8-13 years	15 days
After completion of 14 years and thereafter	20 days

Vacation will be earned upon completion of the years' service required and will be credited on July 1 of the year succeeding the year in which it was earned.

If the twelve-month nurse has completed less than one (1) year of continuous service on June 30 of the previous year, then one (1) day of paid vacation shall be granted for each month of continuous service rendered during the previous year not to exceed ten (10) working days at regular basic pay.

Vacation will be scheduled at the time most desired by the twelve-month nurse but, in order to ensure orderly operations, the final right to schedule vacation and the final right to require the nurse to work in lieu of vacation, is exclusively reserved to the School District. Vacation is not cumulative except that a maximum of five (5) vacation days may be carried over from one school year to the next school year. Up to five (5) consecutive days of vacation may be used when school is in session. Only one (1) vacation day may be used to extend an existing school break or vacation.

C. Holidays for 12-Month Nurses

12-month nurses shall receive time off with pay for the following holidays: New Year's Day, Martin Luther King, Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve*, Christmas Day and July 4th. In addition to the above holidays, the twelve (12) month school nurse shall also receive Juneteenth as a paid holiday, so long as the holiday is observed and school is closed.

*If Christmas Eve falls on a Saturday or Sunday, the District will assign an alternate day as a paid holiday. This will be determined by the District and will be scheduled during the Christmas recess.

D. Assignment

A school nurse's annual assignment shall indicate the school building to which the nurse will be assigned and shall be distributed on or before May 15 where possible.

Ten month school nurses and the twelve month school nurse shall accompany students on one (1) extended workday field trip per school year as part of the nurse's professional responsibilities.

At the request of the Assistant Superintendent for Curriculum and Instruction, a nurse may be required to attend a conference with a parent(s) and/or teacher(s) during the nurse's workday.

E. Evaluation

School nurses shall be evaluated by their building principals annually. An evaluation form shall be mutually developed by the District and the MTA for such purpose.

F. Discipline, Layoff and Recall

1. Lay-off, recall, and any discipline of ten-month and twelve-month registered school nurses shall be consistent with Civil Service Law, Rules and Regulations.
2. Layoff
 - a. In the event it becomes necessary to reduce twelve (12) month or ten (10) month school nurse positions, layoff shall be as follows:
 - b. Layoffs among full and part-time twelve (12) month school nurses and ten (10) month school nurses shall be made in inverse order of seniority by title with seniority based upon total District service.
 - c. The least senior employee within the twelve (12) month school nurse job title shall be first to be excessed if twelve (12) month school nurse positions are to be reduced.
 - d. The least senior employee within the ten (10) month school nurse job title shall be the first to be excessed if ten (10) month school nurse positions are to be reduced.
 - e. A laid off twelve (12) month school nurse shall be entitled to displace or "**bump**" less senior ten (10) month school nurses. Seniority shall be based upon total District service.

- f. Part-time school nurses shall not be entitled to displace or “*bump*” full-time school nurses.
- g. In the event of a layoff, the Association president will be so notified at least ten (10) days in advance of such anticipated layoffs.

3. Recall

- a. A recall list covering layoffs in the titles of twelve (12) month school nurse and ten (10) month school nurse will be established. Names will remain on the list for a period of twelve (12) months. Recall shall be in the reverse order of layoff and based upon total continuous District service.

Only those employees who have performed satisfactorily, as evidenced by their performance evaluation, will be entitled to the provisions of 7a-e herein.

- b. An individual whose name appears on the recall list shall provide the District with a mailing address where the individual may be contacted. It is the individual’s responsibility to notify the District of any changes in mailing address during the one-year recall period.
- c. The District shall be required to contact a recalled individual one (1) time by certified mail at the address supplied in (b) above.
- d. A recalled individual must respond to the District’s recall notice within five (5) working days. Failure to respond within the time allotted will be deemed a waiver of the employee’s recall rights under this provision.
- e. A recalled individual may refuse recall notice up to two (2) times without waiving the employee’s rights under this provision.
- f. This provision is not subject to the grievance procedure contained in Article XIV.

G. Professional Development

At least one nurses will serve on the professional development committee to ensure that professional development is applicable to the field of nursing.

- H. Nurses shall also be covered by any other Article of the Agreement that is not covered in this Article and that is not unique to teachers (e.g. health insurance and leaves would apply to Nurses as that is not unique to teachers).

ARTICLE XXIII

RECOGNITION

The Board of Education recognizes and certifies that for all purposes, provided by Chapter 392 of the laws of 1967 of the State of New York, the Mohonasen Teachers' Association is the exclusive representative for all non-administrative, certificated professional personnel as well as all ten-month and twelve-month registered school nurses employed by the school district.

ARTICLE XXIV

REPRESENTATION

A unit member who at the time of questioning appears to be a potential subject of disciplinary action shall have a right to representation by the Teachers Association, or a representative of his or her choosing, and shall be notified in advance, in writing of such right. If representation is requested, a reasonable period of time shall be afforded to obtain such representation.

ARTICLE XXV

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2023 and shall continue in effect through June 30, 2028.

Either party may commence negotiations for a successor agreement by serving a notice in writing upon the other party by November 15, 2027 requesting a meeting for such purpose.

The parties have fully examined all prior Memoranda of Agreement between them that may affect or otherwise interpret language of the Agreement and incorporated such language into this Agreement. Any Memorandum of Agreement which was executed prior to April 15, 2024 and is not so included is null and void unless mutually agreed upon.

ASSOCIATION:

BOARD:

By 
President

By 
President

By 
Chairman, Negotiating Committee

By 
Superintendent of Schools

Dated this 18TH day of April 2024

APPENDIX A (Summary Health Forms)

CDPHP® EPO Plan Benefit Summary



Plan Code: CASHIC324
 Group ID: 10005615
 Presented For: Rotterdam-Mohonasen CSD
 Date Prepared: 2/20/2024
 Effective Date: 07/01/2024

	In-Network
Cost Sharing Information	
Deductible	N/A Single / N/A Family
Out of Pocket Maximum	\$5,925 Single / \$11,850 Family (Embedded)
Office Visits	
PCP	\$25 Copayment
*PCP Cost share waived for members that are under age of 19	
Specialist	\$25 Copayment
Telemedicine	
Preferred Live Video Doctor Visits (aptihealth, Doctor on Demand, Foodsmart, MovN)	Covered in Full
Other Participating Telemedicine Providers (Valera)	\$25 Copayment
Telehealth services from a CDPHP Network provider (PCP or Specialist)	PCP or Specialist cost share based on provider
Preventive and Well Care Services*	
Well Baby and Child Care including immunizations	Covered in full
Annual Adult Exam (One exam per plan year regardless if 365 days have passed)	Covered in full
Mammography	Covered in full
Annual Pap Test and Ob/Gyn Exam	Covered in full
Prostate Cancer Screening	Covered in full
Bone Density Tests	Covered in full
*Cost sharing may apply to diagnostic care	
Hospital Services	
Inpatient Hospital (semi-private room, anesthesia, X-Ray, lab tests, etc)	\$250 Copayment
Outpatient Surgery Facility	\$100 Copayment
* Cost share may be reduced at a preferred ambulatory surgery center.	
Maternity Services*	
Maternity - Routine Prenatal Care and Postnatal Care	Covered in Full*
Maternity - Inpatient Hospital Services	\$250 Copayment
Newborn Nursery	Covered in full
*(Non-routine services may result in an additional cost share)	
Emergency Care	
Worldwide Emergency Room Care (waived if admitted inpatient)	\$150 Copayment
Ambulance	\$150 Copayment
Urgent Care	
When seeking care within CDPHP's Service Area, a participating Urgent Care Center must be used.	\$35 Copayment
Diagnostic Testing*	
Outpatient Hospital or Office Based Laboratory Services: * Copayment waived if provider is a preferred laboratory.	\$25 Copayment
Outpatient Hospital or Office Based Radiology Services: * Copayment waived if provider is a preferred center.	\$25 Copayment
Behavioral Health Services	
Mental Health/Substance Use Inpatient Services	\$250 Copayment
Mental Health/Substance Use Office-Based Services	\$25 Copayment
*(Up to 20 visits per plan year may be used for substance use family counseling.)	
Condition Support Services	
Outpatient Rehabilitation - Physical Therapy	\$25 Copayment (120 visits per benefit period)

CDPHP® EPO Plan Benefit Summary



Plan Code: CASHIC324
 Group ID: 10005615
 Presented For: Rotterdam-Mohonasan CSD
 Date Prepared: 2/20/2024
 Effective Date: 07/01/2024

In-Network	
Outpatient Rehabilitation - Speech Therapy	\$25 Copayment (60 visits per benefit period)
Outpatient Rehabilitation - Occupational Therapy	\$25 Copayment (120 visits per benefit period)
Home Health Care	Covered in full
Skilled Nursing Facility	Covered in full (90 days per benefit period)
Chemotherapy/Radiation Therapy visit	\$25 Copayment
Prosthetic Devices and Durable Medical Equipment	20% Coinsurance
Diabetic Services	
Includes Insulin, oral medication, needles and syringes - up to a 30 day supply, Glucometers and Diabetic DME. Insulin is limited to \$100 out of pocket per 30 day supply.	\$25 Copayment
Vision Services	
Laser Eye Surgery	Up to a maximum of \$750 reimbursement for eligible eye surgeries and consultations per lifetime
Wellness Care	
Weight Management	Up to a \$100 reimbursement available for participation in a weight loss program Subscribers can be reimbursed up to \$400 per plan year for qualified fitness activities. Of the \$400, up to \$200 can be applied for reimbursement of wearable fitness devices. Covered dependents can be reimbursed up to a combined \$200 for qualified fitness activities and youth sports fees for members under age 18. Of the \$200, up to \$100 can be applied for reimbursement of wearable fitness devices.
Fitness Reimbursement	
Child Birthing Classes	Up to \$75 reimbursement available for completion of child birthing class
Doula Reimbursement (A doula is a trained companion who supports another person through pregnancy and childbirth)	\$1,500
Life Points Rewards	Participating (Up to \$180 Life Points per contract per calendar year)
Acupuncture (10 visit limit per plan year for acupuncture services)	\$25 Copayment
Nutritional Counseling	\$25 Copayment
Chiropractic Benefits	\$25 Copayment

This Summary of Benefits is intended to provide a general outline of coverage. In the event of any conflict between this document and the member's Certificate and any applicable Rider(s) issued by CDPHP, the Certificate and Rider(s) will be the controlling documents.

CDPHP UBI gives you access to more than 825,000 participating practitioners and providers nationwide, including many of the major hospitals, and a variety of value-added services to help you and your family stay healthy. If you have a question or wish to receive additional information, please contact the CDPHP marketing department at (518) 641-5000 or 1-800-993-7299 or visit our Web site at www.cdphp.com.

All in-network Preauthorization requests are the responsibility of Your Participating Provider. You will not be penalized for a Participating Provider's failure to obtain a required Preauthorization. However, if services are not Covered under the Certificate, You will be responsible for the full cost of the services.

CDPHP® EPO Plan Benefit Summary



Plan Code: CASHIC324
Group ID: 10005615
Presented For: Rotterdam-Mohonasen CSD
Date Prepared: 2/20/2024
Effective Date: 07/01/2024

Your employer has chosen the following rider(s) to modify the Plan under which you would be covered as a CDPHP Member.

DME Riders

Rider Name	DME2
Description	Durable medical equipment, prosthetics, orthotics, and oxygen are covered at 20% coinsurance in-network. There is no coverage for orthotic shoe inserts.

Medicare Split Family Rider

Rider Name	ELGMC
Description	Medicare Split Family Rider

Surviving Spouse

Rider Name	ELG17
Description	Extends eligibility for surviving spouse and dependents upon the death of the subscriber.

Vision Coverage

Rider Name	VSN2
Description	One routine eye exam is available every 24 months, commencing on the group effective date, without referral, refer to specialist office visit for cost share.

New York
 Plan Name: HMO
 Plan Form: COC20LPGFB
 Plan Status: Grandfathered



Plan Cost-Sharing Highlights	Coverage Information	Limits and Exclusions
Annual Deductible per Contract Year	\$0 Person/\$0 Family	None
Co-insurance	As Noted Below	None
Annual Out-of-Pocket Maximum	\$0 Person/\$0 Family	None
Primary Care Physician Office Visits	\$20 copay	None
Specialist Office Visits	\$20 copay	None
Preventive & Well Care Services		
Well Child Care & Immunizations		
Adult Annual Physical (One per Contract Year)		
Mammography	Covered in Full.	
Annual Pap Test & Ob/Gyn Exam	For a full list of covered preventive care services, visit	None
Immunizations for Adults	mvphealthcare.com .	
Colonoscopy /Sigmoidoscopy Screening		
Bone Density Tests		
Physician Office Visits		
Diagnostic Laboratory Services	Covered in Full	None
Diagnostic X-ray	PCP: \$20 copay/Spec: \$20 copay	None
Advanced Imaging Services (CT/PET scans, MRIs)	Spec: \$20 copay/Free-Stnd: \$20 copay	None
Rehabilitative Services (PT/OT/ST)	\$20 copay	30 combined PT/OT/ST visits per year
Allergy Services	\$20 copay	None
Chemotherapy Visit	\$20 copay	None
Inpatient Services - Hospital		
Medical/Surgical Admissions	\$240 copay	For the first continuous confinement per Member; per Plan Year
Surgical Services	Covered in Full	None
Inpatient Physical Rehabilitation	\$500 copay	30 days per Plan Year
Outpatient Hospital Services		
Hospital Rehab Services (PT/OT/ST)	\$20 copay	30 visits per plan year combined therapies
Diagnostic Laboratory Services	Covered in Full	None
Diagnostic X-ray	\$20 copay	None
Advanced Imaging Services (CT/PET, scans, MRIs)	\$20 copay	None
Ambulatory/Outpatient Surgery	\$75 copay	None
Emergency Care		
Emergency Room (ER) Visit	\$50 copay	None
Urgent Care Centers	\$20 copay	None
Ambulance (Emergency Medical Transportation)	Covered in Full	None
Maternity Services		
Maternity - Prenatal Care	Covered in Full	None
Maternity - Physician Delivery	Covered in Full	None
Maternity - Inpatient Hospital Services	\$240 copay	For the first continuous confinement per Member; per Plan Year

Deductible applies to this benefit

Page 1 of 2

New York
 Plan Name: HMO
 Plan Form: COC20LPGFB
 Plan Status: Grandfathered



Coverage Information		Limits and Exclusions
Behavioral Health Services		
Mental Health Inpatient Hospital	\$240 copay	For the first continuous confinement per Member, per Plan Year
Mental Health Outpatient	\$20 copay	None
Substance Use Disorder Inpatient Hospital	\$240 copay	For the first continuous confinement per Member, per Plan Year
Substance Use Disorder Outpatient	\$20 copay	Unlimited; up to 20 visits per Plan Year may be used for family counseling
Residential Treatment	Covered in Full	None
Other Services		
Physician Administered Drugs	\$20 copay	None
Skilled Nursing Facility	Covered in Full	60 days per Plan Year
Home Health Care	\$20 copay	60 visits per plan year
Hospice	Covered in Full	210 days per Plan Year; Five (5) visits for family bereavement counseling
Durable Medical Equipment	20% coinsurance	None
Diabetic Supplies & Equipment	\$20 copay	None
Chiropractic Benefit	\$20 copay	None
Acupuncture	Not covered	None
Prescription Drug Coverage		
Tier 1	See available Riders	SUD and Fertility Drugs only - 30 day supply retail takes PCP Copay; Mail Order, takes 3 x PCP Copay, Up to a 90-None
Tier 2	See available Riders	None
Tier 3	See available Riders	None
Prescription Drug Deductible	None	None
Vision Care		
Adult Vision Care	\$20 copay	One exam every 2 Calendar Years
Pediatric Vision Care	\$20 copay	One exam every 2 Calendar Years
Other Plan Features		
Gia® Virtual Care	Covered in Full	None
Wellness Benefits	Not covered	None
Plan Highlights	Visit mvphealthcare.com for more information. View a complete Glossary of Terms and Member FAQs to better understand your MVP plan benefits.	

MVP virtual care services through Gia are available at no cost-share for most members, except those enrolled in a qualified high-deductible health plan (QHDHP). QHDHP members must meet the annual deductible before Gia services are covered in full. In-person visits and referrals are subject to cost-share per plan. Members enrolled in a Medicare Rx plan without additional MVP medical coverage do not have access to MVP virtual care services through Gia.

This plan overview is intended to provide a general outline of coverage. In the event of any conflict between this document and your Certificate of Coverage (COC), Schedule, and any applicable Rider(s), your COC, Schedule, and Rider(s) will be controlling. For plan details, please call 1-800-TALK-MVP (825-5687), or visit mvphealthcare.com.

Health benefit plans are issued or administered by MVP Health Plan, Inc.; MVP Health Insurance Company; MVP Select Care, Inc.; and MVP Health Services Corp., operating subsidiaries of MVP Health Care, Inc. Not all plans available in all states and counties.



HIGHMARK
NORTHEASTERN NEW YORK

1-844-639-2440

Highmark.com/blueshieldnyny

Benefit Summary for Group:

CASHIC-Rotterdam Mohonasen CSD

Effective Date: 7/1/2023

	PPO 800		
	In-Network	Out-of-Network	Additional Information
General Information			
Provider Network	PPO Network		
Deductible	N/A	\$250 single / \$500 family	
Deductible Administration Type	None	Embedded - On family plans, one person cannot exceed the individual deductible and/or out of pocket maximum amount.	
Coinsurance	N/A	20% coinsurance after deductible	
Out of Pocket Maximum	\$6,850 single / \$13,700 family	\$2,000 single / \$4,000 family	
Out of Pocket Administration Type	Embedded - On family plans, one person cannot exceed the individual deductible and/or out of pocket maximum amount.	Embedded - On family plans, one person cannot exceed the individual deductible and/or out of pocket maximum amount.	
Benefit Administration Date	1/1		
Dependent Coverage			
Dependent Age	26/26		
Dependent Coverage Ends	End of birth month		
Domestic Partner and Children	Not covered		
Prescription Drug Coverage			
Prescription Drugs	Not covered	Not Covered	
Mail Order	Not Covered	Not Covered	

Highmark Blue Cross Blue Shield of Western New York and Highmark Blue Shield of Northeastern New York are trade names of Highmark Western and Northeastern New York Inc., an independent licensee of the Blue Cross Blue Shield Association.

Group 10651783 90 97

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	PPO 800		
	In-Network	Out-of-Network	Additional Information
Physician and Other Services			
Primary Office Visit	\$25 copayment	20% coinsurance after deductible	
Specialist Office Visit	\$25 copayment	20% coinsurance after deductible	
Telemedicine	Covered in full	Not covered	
Allergy Injections	Covered in full	20% coinsurance after deductible	
Allergy Testing	Covered in full	20% coinsurance after deductible	
Outpatient Surgical Procedures (in physician's office)	\$25 copayment/\$25 copayment	20% coinsurance after deductible	
PCP Copay/Coinsurance for Dependents up to age 19	\$25 copayment	20% coinsurance after deductible	
Specialist Copay/Coinsurance for Dependents up to age 19	\$25 copayment	20% coinsurance after deductible	
Emergency and Urgent Care Services			
Emergency Room	\$150 copayment	Covered as in-network	Prudent layperson language applies. Emergency Room cost-share waived if admitted; inpatient benefits now apply.
Ambulance	\$150 copayment	Covered as in-network	
Urgent Care Center	\$35 copayment	Covered as in-network	
Preventive Services			
Bone mineral density measurement or test	Covered in full	20% coinsurance after deductible	
Cholesterol Test (lipid panel)	Covered in full	20% coinsurance after deductible	
Immunizations	Covered in full	20% coinsurance after deductible	
Mammogram	Covered in full	20% coinsurance after deductible	
Pap Smear	Covered in full	20% coinsurance after deductible	
Routine Physical Exam	Covered in full	Not covered	
Prostate Test (Prostate Specific Antigen "PSA")	Covered in full	20% coinsurance after deductible	
Well Child Visits	Covered in full	20% coinsurance after deductible	
Hospital Services			
Inpatient Hospital	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	

	PPO 800		
	In-Network	Out-of-Network	Additional Information
Hospital Services			
Outpatient Surgical Procedure (Facility)	\$100 copayment	20% coinsurance after deductible	Prior auth required for certain procedures. Follow Corporate guidelines.
Skilled Nursing Facility	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	Unlimited Days
Diagnostic Testing Services			
Laboratory Tests	\$25 copayment	20% coinsurance after deductible	
Radiology	\$25 copayment	20% coinsurance after deductible	
Maternity Services			
Physician Services: Prenatal and Postnatal Care (initial visit)	\$25 copayment/\$25 copayment	20% coinsurance after deductible	
Inpatient Maternity	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	One cost share applies to both maternity and newborn services. No separate cost share for newborns, but will apply to NICU.
Mental Health and Substance Abuse			
Inpatient Mental Health	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	
Outpatient Mental Health	Covered in full	20% coinsurance after deductible	
Inpatient Substance Abuse - Rehab	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	
Inpatient Substance Abuse - Detox	\$250 per admission, not to exceed \$500 single/\$750 family	20% coinsurance after deductible	
Outpatient Substance Abuse	Covered in full	20% coinsurance after deductible	
Diabetic Supplies and Services			
Diabetic Equipment	\$25 copayment	20% coinsurance after deductible	
Insulin and Other Oral Agents	\$25 copayment	20% coinsurance after deductible	
Diabetic Medical Supplies (Test strips, Syringes, etc)	\$25 copayment	20% coinsurance after deductible	
Rehabilitation Services			
Chiropractic Care	\$25 copayment/\$25 copayment	20% coinsurance after deductible	
Physical - Occupational - Speech Therapies	\$25 copayment/\$25 copayment	20% coinsurance after deductible	60 visits, aggregate IN & OON with PT/OT/ST, per plan year
Pulmonary Rehabilitation	\$25 copayment/\$25 copayment	20% coinsurance after deductible	

	PPO 800		
	In-Network	Out-of-Network	Additional Information
Additional Services			
Chemotherapy - Outpatient Facility	Covered in full	20% coinsurance after deductible	
Durable Medical Equipment	20% coinsurance	50% coinsurance after deductible	
Home Health Care	\$25 copayment/\$25 copayment	20% coinsurance after deductible	100 Visits IN & OON
Hospice	Covered in full	20% coinsurance after deductible	
Prosthetics & orthotics	20% coinsurance	Not covered	
Dialysis	Covered in full	20% coinsurance after deductible	
Wellness Card	Not covered	Not covered	
Pediatric Vision Services			
Routine Exam	Covered in full	OON Services reimbursement by vendor. after deductible	1 every calendar year
Medical Eye Exam	\$25 copayment/\$25 copayment	20% coinsurance after deductible	
Adult Vision Services			
Routine Exam	Covered in full	OON Services reimbursement by vendor. after deductible	1 every calendar year
Medical Eye Exam	\$25 copayment/\$25 copayment	20% coinsurance after deductible	

*Cost share may vary based on place of service for services listed above.

**For a list of Medicare Part D creditable coverage prescription drug plans, please refer to our website.

***This is a summary of covered benefits and exclusions and is not intended as an actual contract or group plan. It does not detail all benefits, limitations and exclusions that may apply.

APPENDIX B (Grievance Forms)

MOHONASEN CENTRAL SCHOOL DISTRICT N0.3

GRIEVANCE FORM

(Please print or type)

NAME OF GRIEVANT: PHONE:

ADDRESS:

SCHOOL BUILDING: Ext.

YOUR POSITION OR TITLE:

NAME OF RESPONSIBLE PARTY:

ADDRESS OF RESPONSIBLE PARTY:(if known):

WHEN DID GRIEVANCE OCCUR (DATE,TIME):

WHERE DID GRIEVANCE OCCUR (LOCATION):

IDENTITY OF LAW, POLICY, PROVISION OF AGREEMENT INVOLVED:
ROTTERDAM-MOHONASEN CENTRAL SCHOOL DISTRICT and MOHONASEN
TEACHERS ASSOCIATION AGREEMENT, July 1, 2018 to June 30, 2023

NAMES OF WITNESSES (IF ANY)

Have you tried to resolve your differences with the responsible party? YES

If YES, where and when did you try?

Nature of grievance (be specific, give details):

Redress sought:

IMMEDIATE SUPERVISOR'S COPY

GR1

ROTTERDAM-MOHONASEN CENTRAL SCHOOL DISTRICT

GRIEVANCE FORM
(Please print or type)

DATE _____

Miss.

Mr. _____

Mrs. Principal, or Immediate Supervisor

_____ **School**

Dear _____

Supervisor

Since our informal discussion(s) _____ did not resolve my grievance, I am submitting Grievance Form GR-1 to institute formal grievance proceedings according to Article XV paragraph D 1 (b) of the agreement between the M.T.A. and the Board of Education.

Very truly yours,

Grievant

ROTTERDAM-MOHONASEN CENTRAL SCHOOL DISTRICT

GRIEVANCE FORM

(Please print or type)

DATE _____

Miss.

Mr. _____

Mrs. Chairman, Grievance Committee
Mohonasen Teachers' Association

Dear _____

I am submitting the following grievance for your consideration.

I enclose: (1) Form GR-1

(2) A copy of _____ reply on stage D. 1 (b).
Supervisor

Very truly yours,

Grievant

GR3

MOHONASEN CENTRAL SCHOOL DISTRICT

GRIEVANCE FORM
(Please print or type)

Teacher:

Building:

Subject:

The Grievance Committee has reached the following decision on your grievance of __/__/__.

(CROSS OUT ONE)

1. **You have a meritorious grievance. According to the provisions of Article XV, Par. D. 2(b) of the Agreement, you may now file a written appeal of the decision of stage 2(b) with the Chief Executive Officer.**

Chairperson, Grievance Committee
Mohonasen Teachers' Association

2. **For the reason(s) stated below, the Committee has decided that your grievance is without merit.**

a.

Chairperson, Grievance Committee
Mohonasen Teachers' Association

Cc: Supervisor
Grievance Committee
Superintendent (if meritorious grievance)
Arbitrator (for Stage D. 3)

GR-4 Decision of Grievance Committee

MOHONASEN CENTRAL SCHOOL DISTRICT

GRIEVANCE FORM

(Please print or type)

Date: __/__/__

**Mr./Mrs.
Superintendent of Schools
Mohonasen Central School District No.3**

**Dear Mr./Mrs.
Superintendent**

1. **The Grievance Committee of the Mohonasen Teachers' Association met on __/__/__ and has decided that the MTA has a meritorious grievance. Therefore as provided in Article XV, D. 2 (b) of the Collective Bargaining Agreement, the MTA is appealing the decision made by _____, party of interest, at stage 1.**

Enclosed are: **(1) form GR-1**
 (2) copy of memo of _____ decision at Stage 1.
 (3) Grievance Committee Decision, Form GR-4

Very truly yours

**Chairperson, Grievance Committee
Mohonasen Teachers' Association**

**Cc: Supervisor
Grievance Committee
Superintendent (if meritorious grievance)
Arbitrator (for Stage D. 3)**

GR-5 To appeal grievance to Stage D. 2 (b)

GR5