

**CHAPPAQUA CENTRAL SCHOOL DISTRICT**

**and**

**CHAPPAQUA CONGRESS OF TEACHERS**

**NEGOTIATING REPRESENTATIVES**

**2018 - 2021 CONTRACT**

**Chappaqua Congress of Teachers**

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## PREAMBLE

This agreement made by and between the Superintendent of Schools of the Chappaqua Central School District, hereinafter called the District, and the Chappaqua Congress of Teachers, hereinafter called the Congress, after negotiations, is a statement of the terms and conditions of employment of the members of the Teachers' Negotiation Unit (Unit II) represented by the Congress.

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## **CONTRACT RIGHTS AND PROCEDURES**

### **ARTICLE 1 – Duration**

- A. This agreement shall remain in full force and effect for the period beginning July 1, 2018 and ending June 30, 2021, and may not be changed, altered or modified during such period without the mutual consent, in writing, of the parties hereto.**
- B. Any written request for modification must specify the article and paragraph to be amended and the exact wording proposed. Within ten days of receipt of the request for modification, the second party shall indicate its willingness, or unwillingness, to meet concerning the proposed amendments.**
- C. If the second party agrees to meet, it shall specify, in writing to the first party, the acceptable scope of reopening. If both parties are unable to agree to an acceptable amendment within thirty school days of the initial meeting, and if they do not mutually agree to extend the negotiations, the agreement shall be closed and shall remain unaltered to the end of the contract period.**

### **ARTICLE 2 – Recognition**

- A. The District has recognized the Congress for the purpose of negotiating collectively over the terms and conditions of employment of members of the teachers' unit pursuant to the New York State "Public Employee's Fair Employment Act" as amended.**
- B. The Congress is the sole and exclusive bargaining representative of the unit described as "Unit II - Teacher Personnel," including summer school, school psychologists, guidance counselors, teaching assistants, nurses, licensed practical nurses, occupational therapists, athletic trainers, and all other professionally certified personnel, but excluding principals, assistant principals, teacher aides, and all other employees, the major part of whose duties are of a supervisory nature.**
- C. For the purposes of this agreement, unless otherwise indicated, the term "teacher," when used in this agreement, shall refer to a member or members of the unit employed during the regular school year as herein defined.**
- D. In accordance with Article 14 (Section 208) of the "Public Employees' Fair Employment Act," the Congress shall have unchallenged representation status. Such recognition shall extend for the maximum period allowed by law. Competing claims of majority support shall be resolved according to procedures established by the "Public Employees' Fair Employment Act," Article 14 (Section 207) of the Civil Service Law.**
- E. Nothing stated or implied in this agreement shall be construed as requiring a teacher to be a member of the Congress as a condition of employment in this District.**

### **ARTICLE 3 – Rights of the Congress**

- A. The Congress may use school buildings at reasonable times and without cost for business of the Congress. Request for use of a building shall be made to the building principal in advance, and such use shall not interfere with any scheduled school programs or activities.**
- B. The Congress may distribute materials dealing with the proper and legitimate business of the Congress through teacher mailboxes and e-mail.**
- C. The Congress may utilize bulletin board space in a designated area in each school building for the exclusive purpose of posting material dealing with proper and legitimate business of the Congress.**
- D. The Congress desires to establish the kind of cooperation with the District which reflects mutual understanding. In order to achieve this, the Congress will send a copy of the agenda of its general meetings to the District, and the District shall send to the Congress a copy of the official agenda of each regular Board of Education meeting when it is released to the public.**
- E. The District and the Congress shall cooperate in making available appropriate records and survey statistics for the purpose of joint examination in the mutual endeavor to maintain or to reach a satisfactory agreement.**
- F. Having notified the principal in advance, the Congress shall have the opportunity to use a short period for Congress business after the conclusion of any faculty meeting.**
- G. The District shall bear the cost of reproducing this agreement. The contract shall be made available in electronic format on the district's web site. Fifty hard copies shall be made available for the executive committee of the CCT. Unit members may request a hard copy from the Office of Human Resources.**
- H. Office space of not less than 120 square feet for the keeping of Congress records and conduct of Congress business shall be provided free of charge in a district-owned school building. The Congress may install and maintain a telephone with an automatic answering device in this space and/or the home school of the Congress President at Congress expense.**
- I. For the performance of the duties of the office, the Congress President shall have an adjusted teaching load. Such adjusted load shall consist of either up to 20 days of released time or a mutually agreed upon equivalent to be utilized by the President or designee, a reduced teaching load where mutually convenient and agreeable to the Congress President and the building principal, or, at the elementary level, a reduction in classroom duties as agreed to by the President and the principal. When the terms of this Agreement require the presence of the President in legal or grievance procedures, it shall be the responsibility of the building principal, upon prior notice, to provide coverage of the President's classes. The Congress President shall not be**

required to have any extra duties. For the performance of the duties of the office, the Congress Vice President shall be provided with up to five days of release time or a mutually agreed upon equivalent to be used by the Congress Vice President, who may also be a President's designee.

- J.** The Congress and the District agree to work cooperatively to provide educational programs and educational quality in the most cost-effective ways. Determination of staffing shall be the responsibility of the District, but the Superintendent of Schools agrees to:
- 1.** Inform the Congress when staff reductions are seriously contemplated prior to any public announcement and to consider the recommendations of the Congress for constructive staffing patterns.
  - 2.** Secure staff reductions, whenever possible, through attrition, while maintaining the teacher-student ratios provided for in Articles 11 and 12.
  - 3.** Provide any tenured teacher whose position is eliminated through staff reduction with one month of severance pay at 1/10 of BA Step 1 for each two years of District service to a maximum of four months, and one month of medical insurance coverage for each two years of district service to a maximum of five months. Once new employment is found, both severance pay and insurance will cease.
- K.** Congress building representative in each building shall be provided with an up-to-date copy of the District's Administrative Regulations. The District shall provide the Congress with copies of changes made in those regulations.
- L.** The Congress shall be granted up to 12 additional days for official Congress business, for which the Congress shall reimburse the District for the cost of substitutes when necessary.

#### **ARTICLE 4 – Dues Deduction**

- A.** The District will, if so authorized, deduct from the salary of any Unit II employee, dues for the Congress. Teacher's initial authorization shall be in writing on the Payroll Deduction Authorization Form. Dues deduction authorization shall be continuous from year to year unless the teacher submits written revocation by October 12 of the applicable year.
- B.** At least 15 days prior to the commencement of payroll deductions, the Congress shall certify in writing to the District any change in the membership dues of the Congress.
- C.** No later than two weeks prior to the first payroll date in November, the Congress shall provide the District with a supplementary list of those employees who have voluntarily authorized the District to deduct dues for the Congress on the original Payroll Deduction Authorization Form.



- D. The District shall transmit the total of the amounts deducted from each employee's paycheck as designated to the Congress at the end of each pay period for a total of twenty (20) consecutive pay periods, beginning with the second payroll cycle in September. Each transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted.**
- E. The District shall provide for the payroll deduction from unit members for the NYSUT Benefit Trust. The Congress shall save the District harmless from any legal liability, including damages and the payment of the District's reasonable attorney's fees in the event that the District is sued regarding this provision of the contract, except, with respect to a suit related to the District's failure to arrange for the payroll deduction.**

**ARTICLE 5 – Negotiation Procedures**

- A. Negotiation meetings for the next agreement shall commence during the first week of December of the school year in which the contract will expire.**
- B. At least one month prior to that week -- and no later than the last school week in October -- both the District and the Congress Negotiating Teams shall meet to discuss and agree upon the procedures and schedules to be followed during negotiations.**
  - 1. A date must be selected for the presentation of money items. If no agreement can be reached, the date will be no later than March 1.**
  - 2. In the event that no agreement can be reached, the following schedules and procedures will be adhered to:**
    - a. Negotiation meetings shall be conducted at least once a week during those weeks that school is in session with a mutually agreeable date and place. Whenever possible, at the end of the meeting, the date and agenda for the next meeting shall be mutually agreed upon.**
    - b. The District and the Congress shall present to each other, no later than ten calendar days prior to the first negotiation meeting in December, proposals for additions, changes, and deletions from this agreement other than proposals for Salary and Fringe Benefits (Article 23 - Article 27). All proposals shall include the number and paragraph of the article and the suggested wording for the appropriate paragraph. Supplementary proposals in this category must be submitted by January 15.**
- C. The District and the Congress shall present to each other all proposals relating to the salary and fringe benefits. Such proposals shall include the number and paragraph of the article and suggested wording for the appropriate paragraphs.**



- D. The meetings and the proposals shall be confidential, and neither the District nor the Congress shall release to the press, or to any other information medium, any information relating to the proposals or to the conduct of the meetings unless and until a final impasse is declared. Nothing contained herein shall be construed to prohibit communication between the negotiating teams and their respective parties.
- E. The District's representatives and the representatives of the Congress shall have an unlimited right of caucus.
- F. The District and the Congress may employ consultants at the negotiation meetings.
- G. The District and the Congress agree that the agreements reached by the respective representatives of the District and the Congress shall be reduced to writing and initialed by the spokesmen for the parties. Such agreements shall be tentative and may be revised in light of future agreements and negotiations of other proposals. Provisions of the current agreement on which changes are not being proposed shall be considered automatically included in the successor agreement.

**ARTICLE 6 – Grievance Procedures**

- A. **PURPOSE** -- The purpose of this procedure is to provide a means for the rapid and equitable settlement at the lowest possible level of alleged violations of this Agreement.

- B. **DEFINITIONS**

A **grievance** shall be a claim by a teacher or group of teachers in the unit stating that there has been a violation of this Agreement. The decision as to the appointment of a probationary teacher to a permanent position shall not be a matter subject to grievance.

A **grievant** shall be a teacher or group of teachers filing a grievance.

A **grievance committee** comprised of one member from each school shall be appointed by the Congress to represent teacher grievances beyond Stage II.

The term **day** shall mean teacher's working school day.

- C. **PROCEDURES** – The existence of the Procedure hereby established shall not be deemed to require any teacher to pursue the remedies herein provided and shall not in any manner impair or limit the right of any teacher to pursue any other appropriate remedies available.

Nothing herein contained shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration, and, as an outcome, having his grievance adjusted without the intervention of the Congress, provided the adjustment is consistent with the terms of



this Agreement. The Congress shall have the opportunity to be present and to state its views through the Grievance Committee at any level in the grievance procedure beyond Stage II.

Failure of the responsible school officer at any step of this procedure to communicate the decision on the grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure of the grievant to bring the grievance to informal presentation within ten days of its occurrence or to appeal the grievance to the next step within the specified time limits shall be deemed a waiver of the grievance, and the grievance shall abate. In the event that an employee alleges that a grievance is based upon newly gained knowledge of facts or conditions which could have constituted the grievance within the ten day provision, the employee may bring a grievance subsequent to the expiration of this period, but in no event may any grievance be filed in excess of thirty days from the date upon which the act or conditions upon which the grievance is based occurred.

**Stage I – Informal Appeal.** Every grievance must be presented informally to the grievant's principal or immediate supervisor within ten days of the occurrence of the events underlying the grievance. If mutual agreement has not occurred after an informal oral presentation of a grievance to a grievant's immediate supervisor or principal, the formal steps set forth below shall be followed. The immediate supervisor or principal shall orally dispose of each grievance informally presented within five days following the informal presentation.

**Stage II – Formal Appeal to the Supervisor or Principal.** If the grievance is not settled satisfactorily at the informal stage, a grievant may file a written grievance on the appropriate form within five days of the decision handed down as a result of the informal presentation. The form used to start the formal grievance procedure is to be filed with the grievant's principal or immediate supervisor.

Within five days of the filing of the grievance, the principal or immediate supervisor shall hold a hearing with the grievant in an attempt to resolve the grievance. The grievant may invite a Congress building representative to be present at the hearing. If the grievance is resolved, the resolution shall be stated in writing and signed by the teacher, the building representative, and the principal or immediate supervisor. If the grievance cannot be resolved, the principal or immediate supervisor hearing the grievance shall issue a written decision on the grievance within five days of the hearing.

**Stage III – Formal Appeal to Superintendent of Schools.** If the grievance is not resolved at the conference or the grievant is not satisfied with the written decision, the grievant may appeal the decision to the Superintendent of Schools. Such appeal must be filed with the Superintendent of Schools on the appropriate form within five days of receipt of the decision of Stage II. It shall be in writing, shall contain a copy of the written decision of Stage II, and shall state the reasons for the appeal. The grievant shall also file a copy of the appeal with the Grievance Committee at the time it is filed with the Superintendent of Schools. Within ten days of the receipt of the appeal, the

Superintendent or designee shall hold a hearing with the Grievance Committee and the grievant in an attempt to resolve the grievance. If the grievance is resolved, the resolution shall be stated in writing and signed by the grievant, the Superintendent of Schools, and the chairman of the Grievance Committee. If no resolution is reached, the Superintendent shall issue a written decision on the grievance within five days of the hearing.

**Stage IV – Binding Arbitration.** If the Grievance Committee is not satisfied with the Superintendent’s decision, it may submit the grievance to arbitration by filing a written notice with the office of the Superintendent of Schools on the appropriate form, within five days of receipt of the Superintendent’s decision. Within ten days of the Grievance Committee’s filing with the Superintendent of Schools, the designated arbitrator shall be jointly contacted by the parties. The arbitration shall be held before one of the following arbitrators, selected, to the extent practicable, on a rotating basis, and availability on a timely basis:

1. Howard Edelman
2. Bonnie Siber-Weinstock
3. Carol Wittenberg
4. Richard Adelman
5. Jeffrey Selchick

The arbitration shall be held pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association, and it shall be the duties of the parties to mutually make arrangements with the Arbitrator to conduct the proceedings.

The Arbitrator shall hold such hearings as deemed necessary and shall render a decision in writing. The Arbitrator shall not have the power to alter or amend, add to, or change the terms of this agreement or the conditions of employment of teachers in this District. The arbitrator shall, however, have the power to interpret and apply this contract and specify a remedy. The Arbitrator's decision shall be final and binding on both parties. The cost of arbitration shall be borne equally by the District and the Congress.

- D. DISTRICT RIGHTS** – The District, at any time, acting through the School Board or the Superintendent of Schools may, in its sole discretion, register a grievance against the Congress or one of the members of the negotiating unit for failure to comply with the terms and conditions of this agreement by filing a written complaint on the appropriate form with the Superintendent of Schools, who will transmit the complaint to the President of the Congress. Within ten days of the presentation of the complaint, there shall be a conference concerning the complaint by the District between representatives of the Congress and the District. If the complaint cannot be resolved at this level, the District may, in its sole discretion, and at its sole option, bring the complaint to arbitration, Stage IV of the grievance procedure. Use of this procedure shall in no way be construed as a waiver of the District's right to bring disciplinary proceedings.

- E. **REPRISALS** – The fact that a grievance is raised by a member of the unit, regardless of its ultimate disposition, shall in no way result in any reprisals by the District.

**ARTICLE 7 – Legislative Authority**

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

**ARTICLE 8 – Savings Clause**

- A. In the event that any provision of this agreement shall be declared contrary to law, all other provisions shall continue in full force and effect.
- B. If any provision of this agreement is declared contrary to law, then such provision shall not be applicable, performed or enforced except to the extent permitted by law.

**PROFESSIONAL CONDITIONS OF EMPLOYMENT**

**ARTICLE 9 – Teacher Recruitment, Selection and Orientation**

- A. The District shall be responsible for teacher recruitment, selection and orientation.
- B. Faculty will be advised of candidate's visit. Appropriate teachers will be involved in one or more of the following activities: interviews, observations, or recommendations. Selections shall follow consultation with those faculty members who have met with the candidate during his or her visit to the District.
- C. Recognizing the importance of teacher selection to the continued excellence of the school system, the Congress agrees to encourage its members to refer the names of possible candidates to their building principals.
- D. Newly appointed teachers shall be available for a three-day orientation session during the week of the pre-school meeting or the week prior to the week of the pre-school meeting without remuneration. Additionally, these teachers will be available for up to the equivalent of 5 days between September 1 and August 30 of their first year of employment for participation in special staff development and training sessions. Compensation will be at the per diem rate. Candidates shall be informed of these commitments during their placement interview.

**ARTICLE 10 – School Year**

- A. The determination of the school year and calendar and the days on which students shall be taught shall be the sole responsibility of the Board of Education upon the advice of the Superintendent of Schools who will consider the recommendations of the

**BOCES Calendar Committee. One hundred eighty-five (185) attendance days will normally be required from teachers. Four days - or their equivalent - shall be provided for:**

- 1. The pre-school meeting in September, or if necessary, and with the consent of the CCT and the District, in the last week of August.**
- 2. Three Superintendent's Conference Days for curriculum planning and work sessions or parent conferences.**

**B. Professional Planning and Staff Development**

- 1. Six (6) hours of professional planning and staff development time for teachers will be scheduled and planned each year by the District on days when students are dismissed early from school.**
- 2. All teachers are required to devote an additional 6 hours per year of time outside the school day, but during the school year, toward collaboratively learning the technology skills and software applications necessary to meet the district's technology expectations. The timing, location and format of this collaborative learning are at the teachers' discretion.**
- 3. In addition, during the 2015-2016 and 2016-2017 school years, all teachers will schedule an additional 6 hours per year of professional learning time during the school day (but not during instructional time) when they will collaboratively learn how to use technology effectively both in the classroom and as a communication tool.**
- 4. Issues arising from implementation of this provision will be reviewed and resolved at Labor-Management Committee.**

**C. An additional two (2) days may be required from any teacher for curriculum planning or special assignment, subject to the following conditions:**

- 1. Teachers may not be involuntarily assigned more than four days in three years.**
- 2. Actual dates must be agreed to by both parties within a reasonable deadline of no fewer than 60 days, unless this deadline is waived by both parties.**
- 3. An assignment under subsection C of this article shall be paid at the per diem rate provided in this Agreement.**

- D. The school year is subject to emergency closings of schools. Should the number of closings cause the District to fall below 180 "days of instruction," the minimum required by the New York State Education Department, adjustments in the calendar shall be made by the Superintendent of Schools.**
- E. In the event of a serious emergency, meetings may be called at any time on short notice.**
- F. The third Tuesday of each month shall be reserved for a Congress business meeting beginning after the last dismissal.**
- G. The Faculty Advisory Council and individual staff members are encouraged to submit to the school principal topics for discussion at faculty meetings. When possible, meeting agendas will be available twenty-four hours in advance. Other items may be added when necessary.**
- H. Apart from two fall elementary half days for parent-teacher conferencing and three elementary half days during the last five days of the teachers' work year, subject to meeting the hours requirements of S.E.D. for full State Aid for elementary school students, all teacher workdays shall be full workdays as described in Article 11(A). Unit members shall be required to attend one (1) Community Night or one (1) Open House when scheduled by the District.**

#### **ARTICLE 11 – Teaching Day, Load, Assignments**

- A. The normal length of the day for teachers at the elementary, middle and high schools shall be 7 hours. The student instructional day at the elementary schools shall be up to 6 ½ hours and at the secondary schools up to 7 hours. Teachers may be required to be present a maximum of an additional 2 hours per week for faculty meetings and other school-related meetings that do not occur during normal work hours. Meetings will be scheduled on a regular basis whenever possible. All other professional practices will continue as previously established in the district.**

**Notwithstanding the above, at the request of the district, and on a voluntary basis, a teacher may have flexible work hours for a semester or a school year, and may begin work up to two (2) hours before the start of the teachers' workday and may finish work up to three (3) hours beyond the end of the teachers' workday. However, the length of such teacher's regular work day shall not exceed 7 hours. The teacher will be made aware of the details of the proposed schedule before being asked to make a commitment to said schedule.**



**B. All teachers shall have a 30-minute continuous, duty-free lunch period that will occur during cafeteria lunch service. In the event a teacher receives less than a 30-minute continuous, duty-free lunch period, the teacher may appeal to the Faculty Advisory Council. The Faculty Advisory Council and teacher involved shall make recommendations to the building principal to alleviate the situation.**

**C. In exceptional cases warranted by the needs of students in the areas of their health, safety, transportation, or emergencies, teachers will be expected to remain longer than the normal day for teachers. All teachers shall be expected to fulfill daily professional responsibilities and to adhere to current practices, which include night functions.**

**D. Guidelines for guidance counselor loads shall be:**

**325 in the middle school**

**250 in the high school**

**In the event these ratios are exceeded, paraprofessional assistance shall be provided. The above guidelines shall not be construed as mandating a student/counselor ratio.**

**E. All elementary teachers shall, in addition to their lunch periods, have at least one daily unassigned professional period of at least 30 continuous minutes. Should extenuating circumstances prohibit the scheduling of a daily unassigned professional period, such affected teachers shall be guaranteed a minimum of 150 minutes in blocks of a minimum of 30 continuous minutes of unassigned professional time per 5-day week. For elementary Pupil Personnel staff members, testing time shall be built into their schedules.**

**F. The normal teaching time requirement at the middle school will be five periods or its equivalent per day, with no more than 225 minutes per day, provided, however, that if block scheduling is employed the time between classes will not be counted as part of the 225 minutes. Teachers will not be scheduled for more than three consecutive 55 minute periods.**

**G. The normal teaching time requirement at the high school shall be no more than 1500 minutes per six-day cycle. Special area teachers, teachers offering lab experiences and Pupil Personnel staff members will normally operate within an equivalent period of time but, in no case will their assignment exceed 1620 minutes. Except under unusual circumstances, the 1620 minutes shall include extra duty assignments.**



- H. Teachers who are required to teach an extra course before or after school will be paid at an hourly rate calculated as follows: 1/200 contract salary divided by 6 hours.**
- I. The teaching day of a teacher who is assigned to more than one building shall not exceed 7 hours, including travel time. Traveling teachers shall be assured a minimum of 30 minutes travel time between buildings.**
- J. The Principal of each traveling teacher's home school\*, with input from the traveling teacher, will coordinate with the other relevant Principal(s) and provide expectations in the following areas: School day start and end time, teaching minutes, faculty meeting attendance, provisions for lunch and prep periods. Traveling teachers will be assigned no extra duties, except in an emergency situation. Traveling teachers will be required to attend one Open House per year. When a teacher who was previously full-time in one school becomes assigned to more than one school, that portion of the teacher's assignment to the new school shall be deemed to constitute a transfer. These expectations will be provided to the traveling teacher, in writing, within the first two weeks of the school year. These expectations, as well as the combined teaching time requirement for the traveling teacher, will be within contractual guidelines. Every effort will be made to build traveling teachers' schedules in a manner that allows them the opportunity to teach effectively in all the schools to which they have been assigned.**
- \*Home school is determined by the Human Resources office prior to the start of each school year.**
- K. It is the responsibility of the District to make teaching assignments in accordance with the needs of the pupils and the qualifications of the teachers. The seniority of a teacher and his/her individual desires will be considered in making changes in grade or subject assignments.**
- L. Principals are responsible for the assignment of paraprofessionals and substitutes, and they shall solicit the advice of the Faculty Advisory Council and the teachers concerned in planning for the best use of such personnel.**
- M. Every effort shall be made to give written notice of next year's assignment by June 1 but no later than June 10 or up to three (3) days after a second budget vote if the budget is defeated when first proposed with the understanding that if any subsequent changes have to be made, the teacher involved shall be notified and given an opportunity to consult with the principal before a final assignment is made.**
- N. Building hours shall be determined by the Superintendent of Schools. The high**

school building hours may exceed the length of the teachers' day, but in no case may they be set earlier than 7:30 A.M.

- O. Services of at least one position or the equivalent will be provided to be shared among the elementary schools each week to support collaborative planning.
- P. When the district determines a need to cover a class or classes for a teacher who is unexpectedly absent for a period of time in one of the secondary schools, the district may solicit volunteers from among those appropriately certified teachers on staff to teach an additional class, on an emergency basis, that would push a teacher's total minutes beyond the contractual teaching time limits per day and/or per six-day cycle. The duration of such an assignment would not be more than one quarter of the school year, and may be ended at any time by the district. The teacher will be compensated at the hourly rate of 1/200 of his or her contract salary divided by six hours, with the additional class considered a single hour. The teacher will be compensated for one hour for each day that the additional class meets.
- Q. If a special education teacher faces exceptionally demanding circumstances at work, such as special projects, special testing, evaluations or preparation of reports, that teacher may request from the Building Principal approval of one professional day per school year, during which he/she will be excused from regular teaching duties in order to complete other work in school. This paragraph shall sunset, becoming null and void with the end of this agreement.

#### **ARTICLE 12 – Class Size**

- A. Determination of class size shall be the responsibility of the Board of Education upon the recommendation of the Superintendent of Schools.
- B. The following guidelines shall apply except as specified in this Article, Paragraph C:
  - 1. The maximum class size shall be 28.
  - 2. The instructional teacher-student ratio for kindergarten will be 20 pupils for each teacher.
  - 3. The instructional teacher-student ratio for Grade 1 will be 23 pupils for each teacher. The maximum class size for Grade 1 will be 26.
  - 4. The instructional teacher-student ratio for Grades 2-4 will be 25 pupils for each teacher.

5. In Grades 5-12, a classroom teacher's load shall not exceed an average of 25 students.
- C. It is recognized that the above guidelines are for regular academic classes. Regularly scheduled art, music and physical education classes in the elementary grades shall be consistent with the guidelines in Article 12, Paragraph B. Regularly scheduled art and music classes in the secondary grades shall also be consistent with such guidelines. An acceptable reason for exceeding the guidelines in this instance will be when an adjustment will force classes in other areas to be in excess of the guidelines. The number of pupils may vary from these guidelines in large-group instruction, physical education (secondary grades), band, orchestra, chorus, assembly lectures and the like. For large group instruction involving two or more whole classes taught by a single teacher, professional assistance shall be provided when requested by the teacher in charge.
- D. It is recognized that the above guidelines may be exceeded with the mutual consent of the building principal and the teachers concerned to provide for flexibility in staffing and program. An acceptable reason for exceeding the guidelines listed above may be any of the following:
1. To provide for large-group instruction.
  2. To provide for specialized or experimental instruction.
  3. To meet department or grade-level objectives by dividing classes into larger or smaller enrollments.
  4. There is no space available to permit scheduling an additional class or classes to reduce class size.

If the principal and teacher concerned are unable to agree on the proposed increase in class size, the building Faculty Advisory Council shall determine the applicability of the exceptions listed above. An appeal may be made to the Superintendent of Schools, whose decision shall be final.

- E. Teachers whose classes exceed the guidelines may be granted a suitable increase in paraprofessional or clerical assistance, or a reduction in non-teaching assignments, or other appropriate aid as determined jointly by the principal, the teachers involved and the building Faculty Advisory Council.

**In Grades 2-4 in any elementary building, the following procedures may be selected:**

- 1. When more than one class at a particular grade level exceeds 25 students, additional teacher aide time will be provided to that grade level.**
- 2. When a class at a particular grade level exceeds 28 students, a teacher aide will be assigned to that class on a full-time basis.**
- 3. When a grade level averages more than 30 students, a certified teacher will be assigned to assist at that level.**

**ARTICLE 13 – Teacher Files**

- A. No evaluative materials, excluding references and information obtained in the process of evaluating the teacher for employment, shall be placed in a teacher's file unless the teacher has an opportunity to read the material. The teacher shall acknowledge that he or she has read such material by affixing his or her signature on the actual copy to be filed with the understanding that such signature merely signifies that the teacher has read the material to be filed. Such signature does not necessarily indicate agreement with its content.**
- B. The teacher shall have the right to answer any material filed, and the teacher's answer shall be reviewed by the building principal and the Superintendent and attached to the file copy.**
- C. Upon reasonable notice, the teacher may review the contents of any of his or her files at the Education Center with the Assistant Superintendent for Human Resources or designee or at the building with the building principal or the principal's designee. Upon request, the teacher shall be given a copy of the current formal evaluation report. A representative of the Congress or another representative of the teacher's choice may accompany him or her.**
- D. Correspondence received by the District relative to a teacher shall be treated with the utmost discretion. If, after investigation by administration, the contents are believed to be significant, the named teacher shall be promptly informed. If the correspondence is to be filed, the teacher shall have the right to make written response. Said response shall be attached to all file copies of the original letter. Any such letter must be filed within 12 months of its receipt by the district. The teacher shall have the right to grieve to the Superintendent of Schools whether such correspondence is inaccurate and/or unfair. The Superintendent's determination can be appealed to the Board of Education whose decision shall be final.**

- E. Upon request, single photo copies of the contents and records of his or her file, except such confidential references given at the time of the teacher's employment, shall be made available to the teacher.**
- F. Two personnel files shall be kept on a teacher, one at the teacher's school, the other at the Education Center. Copies of all evaluative material shall be maintained at the Education Center.**

#### **ARTICLE 14 – Vacancies and Promotions**

- A. Whenever any vacancy in a Unit I position or other administrative positions occurs, it shall be published by the Superintendent of Schools by notice placed on a bulletin board in every school as far in advance of the appointment as possible. Qualifications for the position and its duties, specific period of appointment for the position, directions for applying and the first day for applying shall be set forth.**
- B. Vacancies in Unit II shall be posted by title and, when appropriate, by school. Openings in co-curricular, coaching and other extra pay positions shall be posted.**
- C. All teachers shall be given the opportunity to make application for any position for which they are qualified, and the district shall give weight to relevant factors. All such teachers in the District applying for such positions shall be given the opportunity for a personal interview with the appropriate personnel. When, in the opinion of the Superintendent and the Board, all other factors are substantially equal, preference shall be given to qualified teachers already employed by the District.**
- D. All teachers shall be given the opportunity to register with the District office in June of each school year to be considered for vacancies that may arise when school is not in session, but such registration shall not in itself constitute an application for any vacancy.**

#### **ARTICLE 15 – Department Chairpersons, District Chairpersons, Elementary Chairpersons**

- A. The Department Chairpersons in the high school shall consist of: English, Foreign Language, Math, Science, Social Studies (including Library Media Specialists), Fine/Practical Arts, Performing Arts (Music, Drama), Pupil Personnel Services, Physical Education and Guidance Counseling Services. Department Chairpersons at the high school shall not be assigned to supervisory duties except for proctoring.**

The Department Chairpersons in the middle school shall consist of: English, Foreign Language, Math, Science, Social Studies (including Library Media Specialists) and Pupil Personnel/Guidance Services at both Robert E. Bell and Seven Bridges Middle Schools. (Six positions at each building.) In addition, there will be one chairperson for Special Area I (Physical Education, Health), one chairperson for Special Area II (Family and Consumer Science, Technology) and one chairperson for Special Area III (Art, Music). Where there is a single department chairperson for the middle schools, the positions may be shared on a .5 FTE basis with prior approval of the building principals following consultation with the members of the affected departments. Any department with fewer than three members shall be reconfigured and merged into another department area. Compensation shall be pursuant to Article 15.B.3.

Effective July 1, 2008 the Pupil Personnel/Guidance Services Department Chairpersons in the middle schools shall be released from administrative duties and be paid at the same stipend rate as high school department chairpersons without the middle school differential which is based on the number of department members.

There shall be district-wide Chairpersons as follows: Speech/Language, Psychological/Social Work, Reading, Elementary Special Education, Music, Art, Library Media Services and Health.

In each elementary building there shall be one Chairperson for each grade level, one Chairperson to represent all regularly scheduled special subject teachers, and one Chairperson for Pupil Personnel Services teachers.

**B. Compensation for Chairpersons shall be as follows:**

1. High School -  
2018/2019 school year: \$7,786  
2019/2020 school year: \$7,864  
2020/2021 school year: \$7,943
  
2. Each high school Chairperson with nine or more persons in the department shall have a reduced teaching load of one class.
  
3. Middle School -  
2018/2019 school year: \$7,078  
2019/2020 school year: \$7,149  
2020/2021 school year: \$7,220
  
- PPS/Guidance -  
2018/2019 school year: \$7,786  
2019/2020 school year: \$7,864  
2020/2021 school year: \$7,943

**4. Each middle school Chairperson with nine or more teachers in his/her department shall be paid a stipend of \$500 in lieu of a reduced teaching load (excluding PPS/Guidance Chairpersons). This stipend shall be shared if a single department chairperson position is split between two schools.**

**5. Elementary School Chairpersons**

**2018/2019 school year: \$3,300**

**2019/2020 school year: \$3,333**

**2020/2021 school year: \$3,366**

**District wide Chairpersons**

**2018/2019 school year: \$2,960**

**2019/2020 school year: \$2,990**

**2020/2021 school year: \$3,020**

**C. Each department and grade level shall have clerical or teacher aide support.**

**D. Selection, Length of Term, Evaluation and Eligibility**

**1. Selection: The building principal in cooperation with all of the department members shall select a Department Chairperson for that department by April 15 at the high school, and by May 10 at the middle school. The final decision shall rest with the building principal, subject to approval by the Superintendent of Schools and the Board of Education.**

**2. Length of Term: Chairpersons shall serve for two years.**

**3. Eligibility: Any certified teacher shall be eligible to serve as Chairperson.**

**4. Responsibilities: The key responsibilities of the Chairpersons shall be to:**

**a. Coordinate, evaluate and improve curriculum.**

**b. Implement new or revised curriculum in the department.**

**c. Assist in the improvement of instruction in the department.**

**5. Evaluation: The Department Chairperson shall be evaluated annually by the building principal. The Chairperson may be removed upon 30 days written notice by the building principal.**

## PROFESSIONAL STAFF AND DISTRICT DEVELOPMENT

### ARTICLE 16 – Evaluation - Non-tenured Staff

This article only applies to those teachers not subject to evaluation under Education Law Section 3012-d for so long as that statute is in effect.

- A. Evaluation is one of the most important responsibilities of the District in maintaining a quality teaching staff. The evaluation of a teacher should be a cooperative process between the administrator and the teacher for the purpose of improving the quality of instruction. The teacher and the administrator shall review the teacher's general and specific responsibilities and the quality of the teacher's teaching performance, examine the conditions under which the teacher is working, determine whether the teacher is meeting responsibilities satisfactorily and what changes, if any, shall be carried out. The administrator shall have supervisory responsibility for making decisions and in offering recommendations to the Superintendent of Schools concerning the teachers within his school or department.
- B. During the hiring and orientation process, the Superintendent and/or the administrator shall inform the teacher of major responsibilities, quality of performance expected, the purpose of the evaluation process, and the assistance the teacher may expect from the administrator.
- C. Observations of teacher performance shall be conducted openly and with the knowledge of the teacher.
- D. Each probationary teacher shall be observed in the classroom environment for reasonable periods of time during the school year. As far as possible, these observations shall cover different periods during the day and varying types of instruction.
- E. All probationary teachers shall receive at least two formal observations prior to the April 1 notification date (see Paragraph I below) each year. An additional formal observation shall be given at the request of the teacher. Each formal observation shall follow these guidelines:
  - 1. Such observation to be of a complete lesson and/or at least one-half hour's duration.

- 2. Such observation to be followed by a conference between the teacher and the observing administrator during which the administrator's evaluation shall be discussed.**
- 3. The teacher may attach comments to the written evaluation, if desired, and the evaluation with the attached comments, if any, shall be placed in the teacher's file. The teacher shall sign each copy, which shall indicate that the teacher has read it, although signing the copy does not necessarily indicate approval of all, or any, of the statements contained in the evaluation.**

**Should prior notification as to the time and anticipated duration of one of the administrator's formal observations be desired by the teacher, the teacher shall present a written request for such notification of the conference following the first formal observation.**

**Any teacher may request evaluations of his or her professional performance. The teacher is encouraged to do so periodically. Administrators are encouraged to make informal observations as well. Informal observations need not comply with guidelines 1 and 2 above, but if a written evaluation is prepared, then the procedure in guideline 3 must be followed.**

- F. For P.P.S. teachers assigned to one building, the department supervisor and certified building administrator shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation unless the teacher and administrators agree to have one administrator do both observations.**
- G. For P.P.S. teachers assigned to more than one building, the department supervisor and one of the certified building administrators shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation. The teacher will be notified in advance as to which certified building administrator will be involved in this process. It is understood that this process will take place in the same year unless the teacher and administrators agree to have one administrator do both observations.**
- H. For non-P.P.S. teachers assigned to more than one building, the certified building administrators shall arrange for coordination of the formal observations. The observations of each certified building administrator shall be merged into a single, joint evaluation. The teacher will be notified in advance as to which certified building administrator will be involved in this process. It is understood that this process will take place in the same year.**

- I. All teachers with a probationary appointment who are not to be invited back for the next year shall be notified of that decision by the administrator on or before April 1. During that year, each teacher shall receive at least three formal observations, each followed by a written summary. The option to resign shall be given provided that the letter of resignation is submitted not later than April 15.**
  
- J. Teachers being recommended for tenure will be so informed by the administrator. The Superintendent of Schools will notify the teacher of this decision in writing. Teachers whose anniversary date of employment is September 1 will be notified by the Superintendent by April 1. If the anniversary date of employment is other than September 1, the Superintendent's notification will be at least 90 days (exclusive of July and August) prior to the effective date of tenure. All other Teachers with a probationary assignment who are being invited back for another year will be notified in writing by the administrator as soon as proper clearance is provided by the Superintendent of Schools.**
  
- K. A teacher who has advanced an extra step upon receipt of tenure shall maintain the additional step if the teacher accepts a different position in the School District which requires a new probationary period of service. No teacher shall be eligible for an extra step upon the completion of any additional probationary period.**
  
- L. In the event that a change of administrators occurs during the final year of a probationary period, prior and current observations and evaluations will be reviewed by the new administrator with the Superintendent of Schools before a decision to recommend to continue or terminate employment is made by the new administrator. The teacher will be notified in advance as to which certified building administrator(s) will be involved in this process.**
  
- M. Part-time teachers who are not to be invited back for the next year based upon performance shall be notified of that decision by the administrator on or before April 1.**

**ARTICLE 17 – Professional Accountability - Tenured Staff**

**This article only applies to those teachers not subject to evaluation under Education Law Section 3012-d for so long as that statute is in effect.**

- A. It is the joint responsibility of the District and the teaching staff to maintain the highest level of professional performance. All observations and evaluation of work performance of teachers shall be conducted openly and with full knowledge of the**

**teacher and shall be pursuant to the District's Annual Professional Performance Review/Professional Development Plan.**

- B. The teaching staff and the administrator shall develop specific evaluation procedures and schedules which shall annually be published in the appropriate handbook, and they shall also develop procedures for assisting teachers in maintaining performance.**
- C. Each tenured teacher shall undergo a formal evaluation at least once every four years. The evaluation shall be supervised by the administrator and shall be designed to identify the teacher's strengths, encouraging continuing professional growth, and provide such assistance as may be required to maintain or improve the teacher's performance.**
- D. At the beginning of the evaluative year, the administrator shall clarify and discuss with each teacher to be evaluated the immediate and long-term projections of classroom and professional growth. In addition to informal observations and other appropriate means, each evaluation shall include at least two formal observations, which shall conform to these guidelines:**
  - 1. Such observations shall be of at least one half hour duration or a complete lesson.**
  - 2. Such observations to be followed by a conference between the teacher and the observing administrator during which the administrator's evaluation shall be discussed.**
  - 3. The teacher may attach comments to the written evaluation, if desired, and the evaluation with the attached comments, if any, shall be placed in the teacher's file. The teacher shall sign each copy, which shall indicate that the teacher has read it, although signing the copy does not necessarily indicate approval of all, or any, of the statements contained in the evaluation.**
  - 4. The evaluator and the teacher may substitute any mutually agreeable procedure/format in lieu of the procedure specified in D, D1, D2, and D3, e.g. cognitive coaching, video observation, portfolio assessment.**

**Should prior notification as to the time and anticipated duration of one of the administrator's formal observations be desired by the teacher, the teacher shall present a written request for such notification of the conference following the first formal observation.**

**Any teacher may request evaluations of his or her professional performance. The teacher is encouraged to do so periodically. Administrators are encouraged to make informal observations as well. Informal observations need not comply with guidelines 1 and 2 above, but if a written evaluation is prepared, then the procedure in guideline 3 must be followed.**

- E. For P.P.S. teachers assigned to one building, the department supervisor and building principal shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation unless the teacher and administrators agree to have one administrator do both observations.**
- F. For P.P.S. teachers assigned to more than one building, the department supervisor and one of the building principals shall each make at least one formal observation. These observations shall be merged into a single, joint evaluation. The teacher will be notified in advance as to which building principal will be involved in this process. It is understood that this process will take place in the same year unless the teacher and administrators agree to have one administrator do both observations.**
- G. For non-P.P.S. teachers assigned to more than one building, the building principals shall arrange for coordination of the formal observations. The observations of each principal shall be merged into a single, joint evaluation. It is understood that this process will take place in the same year.**
- H. At the end of the evaluative year, the administrator shall submit a written evaluation to the teacher and discuss its contents. A copy of the written evaluation, signed by the administrator and the teacher, shall be submitted to the Superintendent of Schools and placed in the teacher's file. The teacher's signature shall mean only that the written evaluation has been read and discussed; the teacher retains the right to submit a written reply to be entered in the teacher's file.**
- I. Following a satisfactory evaluation, an administrator may recommend that a teacher consider further academic course work. Tuition for such course work, upon approval of the Superintendent of Schools, shall be paid fully by the District but shall not be credited for purposes of salary increases.**
- J. In the event of a substandard or unsatisfactory rating of a teacher who has undergone evaluation, the administrator shall take the following steps:**
  - 1. Within 30 school days of the unsatisfactory rating, the administrator(s) and the teacher involved shall cooperatively design a program aimed at improving job performance. The teacher may request that a CCT representative be present**

at this conference. Specific deficiencies shall be identified and specific objectives and criteria shall be developed. When appropriate, volunteer assistance from the staff shall be made available to help the teacher develop strategies to improve instruction. Any formal training proposed by this program, upon approval of the Superintendent of Schools, shall be fully paid by the District but will not be available for salary advancement credit.

2. Periodic observations will be made by the administrator as appropriate to assess corrective behavior or progress in identified areas of difficulty. No later than 80 school days from the establishment of the unsatisfactory evaluation, the administrator shall conduct a formal evaluation. In the event of an unsatisfactory rating, the administrator and the teacher shall review the remedial program and, if necessary, make adjustments. The teacher shall have the right to request that another administrator make a separate evaluation which shall become a part of the teacher's file at this point.
3. No less than 120 school days from the first unsatisfactory rating, if, in the opinion of the administrator, the teacher's performance remains unsatisfactory, the administrator may recommend to the Superintendent of Schools that appropriate action be taken and pursued in accordance with New York State Education Law.

**K.** Nothing in this Article is to be interpreted as constituting a waiver of the District's rights and responsibility to evaluate teachers or to take disciplinary action in the case of misconduct or failure to maintain job performance.

**L.** Nothing in this Article is to be interpreted as constituting a waiver of a teacher's right to a defense against charges of alleged misconduct or failure to maintain job performance as provided in New York State Education Law.

#### **ARTICLE 18 – Professional Learning**

The Chappaqua Central School District is committed to providing its students with the highest quality educational experience. To that end, our teachers should be involved in high quality professional learning. The goal of this Article is to insure that all teachers have the opportunity to be involved in meaningful professional learning that has ongoing impact in our schools. Every effort will be made to offer and approve course work and other learning experiences that strengthen teacher practice to help teachers become increasingly knowledgeable and effective in their work. Before a teacher enrolls in any coursework that he/she hopes will lead to salary advancement, he/she must seek the approval of the Salary Credit Representative and the building Principal. The Principal will be sure it meets district standards of quality and that it will have impact in the teacher's classroom or working

**environment. The course must then be reviewed and approved by the Assistant Superintendent for Human Resources, who will assess it against the same criteria.**

**Course approval starting in 2015-2016 shall not be governed by courses approved or disapproved in prior years. Courses approved by the District prior to July 1, 2015 and still in process shall be honored.**

**Advancement will be restricted to no more than one lane in any two-year period after July 1, 2015. It is the responsibility of the teacher to request the lane change. Transcripts shall be submitted within 6 months of course completion in order to be considered for lane change.**

**A. Courses may be taken in the following areas:**

- 1. Professional preparation in education.**
- 2. Preparation in one's teaching field.**
- 3. Other related courses appropriate to increasing teacher effectiveness.**
- 4. Courses that enhance non-classroom services to the district taken at the request of the district.**
- 5. Up to three credits out of every thirty, may be approved in an area unrelated to a teacher's professional duties.**

**B. With the intent to maintain quality, all courses for credit must be sponsored by one of the following:**

- 1. An accredited college**
- 2. NYSUT**
- 3. BOCES**
- 4. District**
  - a. District generated in-service**
  - b. Pre-approved by the district to meet district needs**
- 5. Other Professional Organizations or Institutions that are recognized as offering high quality coursework in education or one's teaching field. If a teacher seeks to receive in-service credit for a course offered by such an organization or institution, that teacher must request prior approval as described in Paragraph D below, prior to enrolling in the course. The Assistant Superintendent for Human Resources will make the determination as to how many hours of in-service credit will be awarded, based on the duration of the course.**

## **C. Credit**

- 1. College credit shall mean semester hours and generally shall be restricted to graduate credit.**

**Effective July 1, 2008, credit will not be granted for graduate level course work unless the granting institution would confer graduate course credit for on-line and video forms of instruction.**

**Graduate credit will be granted only when the institution offering the course will confer graduate credit towards its own degree programs.**

- 2. Undergraduate credit will be approvable only under one of the following conditions:**

- a. For elementary certified teachers who teach seventh and/or eighth grade classes in the content area of instruction, up to three credits out of every thirty credits, and such course must be related to the teaching assignment.**
- b. Special education certified teachers in the content area of instruction, up to three credits out of every thirty credits, and such course must be related to the teaching assignment.**

- 3. In-service credits are subject to the following conditions:**

- a. Teachers on Schedule A must bank in-service course credits.**
- b. Teachers on Schedules B, C, and D may earn in-service credits up to a maximum of thirty. At no time may credited in-service courses exceed half of the completed graduate credits.**

- 4. Fifteen approved in-service hours shall equal one credit. If/when in-service credits are approved in increments smaller than 15 hours, the teacher must accumulate 15 hours before credit is awarded.**

- a. For district generated in-service courses approved by the Administrative Council, and for those external courses that receive prior approval, teachers may apply for pay in lieu of salary credit. Payment will be at the rate of \$344 2018/2019, \$347 2019/2020 and \$350 2020/2021 for a fifteen hour, one credit course.**
- b. District teachers who teach a district generated in-service course approved by the Administrative Council, will be paid at the rate of \$1,672 2018/2019, \$1,689 2019/2020 and \$1,736 2020/2021 for a fifteen hour, one credit course. This stipend includes preparation time. This**

stipend applies to courses taught both during the regular school year and during the summer.

5. Video course work shall be limited to no more than twelve credits during a teacher's career in the district. Those with more credits upon the date of ratification shall not be subject to any reduction in credits already conferred.
6. Effective September 1, 1998, the Chappaqua Central School District will allow graduate credit for purposes of advancement on the salary schedule for administrative courses. The maximum allowed for such purposes will be 15 graduate credit hours. This is not subject to the grievance process.

**D. Procedure**

1. A record of completed course work will be kept in the teacher's file at both the Education Center and in the building. The Education Center file shall be the official file.
2. Course Approval
  - a. Teachers working towards a Master's Degree shall have their degree program automatically approved if the degree is in the general field of the teacher's primary responsibilities.
  - b. Staff members shall submit a Prior Approval Salary Credit Course form, along with a copy of the Course Record on which the proposed course work is entered in the appropriate column, to the Salary Credit building member. Effective September 17, 2013 and only for course work commenced after that date, the Prior Approval Salary Credit Course form shall not need to be submitted for District generated in-service courses only. For all other course work, the Prior Approval form is still necessary.
  - c. The Salary Credit building member shall approve or disapprove, forward one copy of the Prior Approval Form to the building principal or district supervisor for approval or disapproval within three days of the request, and retain one copy as a record.
  - d. The building principal or district supervisor shall approve or disapprove and forward a signed copy of the request to the Assistant Superintendent for Human Resources within three days of receipt.
  - e. The Assistant Superintendent for Human Resources shall return a signed copy of the request, indicating receipt by Central Management, to the applicant within three days.

- f. If, in the judgment of the Assistant Superintendent for Human Resources, a building level approval or disapproval may not be in conformity with the guidelines or district practices, or if he/she judges the quality of the course(s) sponsored by an accredited college, NYSUT, BOCES, or other organization to be sub-standard, the building level decision may be overturned. The teacher has the right to appeal as described in the Appeal Board section of this article.**
- g. Should a teacher not take or complete a course for which prior approval has been granted, it is that teacher's responsibility to inform the Human Resource Office and to amend the Course Record Form.**
- h. Teachers who are certified after February 2, 2004 shall be required to maintain certification by taking the requisite professional development work at their own expense, except where opportunities are already compensable pursuant to provisions in the Agreement.**

**E. Salary Credit Appeal Board**

**1. Formation**

**The Salary Credit Appeal Board shall consist of an administrator and an alternate (\*) selected by the Administrative Council; and a teacher and an alternate (\*) selected by the CCT.**

**\*The alternate will serve on the Appeal Board under either of two conditions:**

- a. The regular member is absent.**
- b. The regular member is an interested party in the appeal.**

**2. Function**

- a. In the event that the course is disapproved, the applicant shall have the option of appealing his/her case in person. This appeal shall be made in writing to the Assistant Superintendent for Human Resources within five days of the receipt of the disapproval.**
- b. The Assistant Superintendent for Human Resources will schedule an appeal hearing within five days of the receipt of the request.**
- c. The Appeal Board will conduct a hearing with the Assistant Superintendent for Human Resources, the administrator, the Salary Credit Building Member, and the applicant, after which a decision will be rendered by the Appeal Board.**

- d. In the event of a tie vote, a resolution will be made by the Superintendent.
- e. The decision of the Appeal Board or the resolution by the Superintendent shall be final. Neither is subject to grievance.

**F. Salary Schedule**

The salary program in the district provides for six (6) salary lanes. These are as follows:

- 1. Schedule A -- BA
- 2. Schedule B -- BA+30; BA+45
- 3. Schedule C -- BA+60; BA+75
- 4. Schedule D -- BA+90

**G. Other Course Work**

The contract provides several additional avenues for taking course work and attending seminars and workshops:

- 1. Article 16 -- Evaluation - Non-Tenured Staff
- 2. Article 17 -- Professional Accountability
- 3. Article 19 -- Educational Development Grants
- 4. Article 20 -- Short-Term Grants

**ARTICLE 19 – Educational Development Grants**

There will be a moratorium on Educational Development Grants for the duration of this agreement pending a review and possible revision of overall Staff Development/Professional Growth.

**ARTICLE 20 – Short-term Grants**

Independent of Educational Development Grants, short-term leaves or standard per diem payments may be awarded upon the recommendation of the building principal concerned and the Superintendent of Schools with the approval of the Board of Education. These grants may involve study, research, curriculum development, workshops, conferences, planning, visits, reports with recommendation for action, training other staff members, self-training, project development, State Department of Education or U.S.O.E programs and other activities that will bring educational improvement to the District. Teachers interested in such a grant should make application to their principal and to the Superintendent of Schools.

## **ARTICLE 21 – Visitations, Conferences, Trips, and Meetings**

- A. Teachers shall be excused to visit schools and attend conferences, trips, or meetings without loss in salary or charges against sick leave, provided that the building principal and Superintendent of Schools approve such absence in advance. A teacher whose duties involve more than one school must receive approval from the affected supervisors.**
- B. Conferences, trips, and meetings for which teachers are to receive reimbursement for necessary expenses shall be approved in advance by the building principal or certified supervising administrator. Written application for such approval shall be made on the appropriate forms. Request for reimbursement shall be filed with the building principal or certified supervising administrator on forms prescribed, together with supporting receipts and other pertinent data. Mileage reimbursement for transportation by personal automobile shall be made at a rate no less than the highest rate paid to any other employee or group of employees in the District.**

## **ARTICLE 22 – Teacher Transfers, Returns and Assignments**

- A. Involuntary transfers will be made only when necessary and in the best interest of the District. The parties recognize the right of the Board to reassign staff in the best interest of students and the educational program and also, at the same time, recognize the right of the teachers to equitable treatment. These assignments will be made in accordance with Educational Law, Rules and Regulations of the Commissioner of Education and this Agreement.**
- B. In order to staff a new school or to realign grades, any qualified teacher may be transferred. In the event of a reduction, elimination or other contraction of teaching periods within a tenure area: (1) any teacher with fewer than 15 consecutive years of teaching in the District may be transferred; (2) any teacher with more than 15 consecutive years of teaching in the District may be involuntarily transferred only if he/she is the least senior teacher within the tenure area. Tenure areas in this Article shall be those as set forth in Sections 30.4 through 30.8 of the Rules of the Board of Regents, as amended August 1, 1975.**
- C. Tenured members of the Pupil Personnel Department are not covered by Paragraph B. The Superintendent or designee shall consult with the member of the Pupil Personnel Department being considered for a transfer prior to the date of notification of the transfer. If, at the time of this consultation, the teacher objects to the transfer, the teacher may request that the Superintendent or designee schedule a mutually agreed upon second meeting. At this second meeting the teacher has the right to be present and to be represented by the Congress. If the teacher or the teacher's representative fails to request to meet with the Superintendent or designee within one**

week after the first consultation, said transfer or reassignment will be effected without further regard to this Article.

**D. Should it become necessary to transfer a teacher, the following steps will be taken:**

- 1. Principals and CCT representative(s) will meet with the staff in the tenure area involved to discuss the issues and solicit volunteers. A specified period of time to volunteer will be established.**
- 2. If there is no acceptable volunteer, the district will select a staff member based upon the criteria of Article 22.B.**
- 3. In reviewing matters referred to in Article 22.D.1 and Article 22.D.2, the Superintendent's decision will be final.**

**E. A tenured teacher who has been involuntarily transferred to a different school may, if he or she desires, request to return to his or her original school from which transfer occurred. Such a request shall be made in writing on a form to be provided by the District. Such request must be made annually and filed with the District personnel office not later than February 1, of the preceding school year for which transfer is desired. Copies of the "Request for Return" form shall be kept on file at the teacher's old school, new school, Education Center, Congress office, and the teacher's personnel file. The right to return shall be governed by the following criteria:**

- 1. Any full-year vacancy caused by resignation, retirement, voluntary transfer, or death shall afford a right to return if the vacancy is in the original tenure area from which the teacher was transferred, provided, however, that such teacher is certified for the vacant position. Any right to return is limited to three years from the date of original transfer.**
- 2. If two or more qualified transferred teachers wish to return to a single vacancy, the affected principals and the Superintendent or designee will meet to make the selection.**

**F. The District shall maintain and share with the CCT President an annual seniority and Preferred Eligible List for the District as a whole. This list shall be available for each school year by December 1 of such year. The Congress shall have 30 days to review and challenge the accuracy of such list.**

**G. "Consecutive years of service" is defined as the number of consecutive years of completed teaching service in the District. Approved leaves of absence do not constitute an interruption in service. Unpaid leaves of absence are not included in the computation of service years.**

- H. Notwithstanding the limitations of Paragraph B and the procedures of Paragraphs D and E of this Article, the District will have the right to transfer up to two teachers of fewer than 15 years of service in the District from each building each year. The principal will meet with the selected teacher to give the reason for the transfer. The teacher may request that the Superintendent or designee schedule a mutually agreed upon second meeting. At this second meeting the teacher has the right to be present and to be represented by the CCT.**

## **SALARY AND FRINGE BENEFITS**

### **ARTICLE 23 – Salary**

- A. Salary schedules: 2018/2019, 2019/2020, 2020/2021 - See Appendices I through III. The BA salary lane will be frozen at step six. Prior to applying the increase to the Teachers' Salary Schedule effective July 1, 2018, as described below, a step 3a shall be added as a half step.**

**Effective July 1, 2018, all steps on the teachers' salary schedules shall be increased by 1.3%. Effective July 1, 2019, those teachers who were employed in the District during the 2018/2019 school year shall receive additional salary for the 2019/2020 school year as an off-schedule, recurring salary increase in the amount of \$1,100. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. Effective July 1, 2020, those teachers who were employed in the District during the 2019/2020 school year shall receive additional salary for the 2020/2021 school year as an off-schedule, recurring salary increase in the amount of \$1,100. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. The cumulative additional salary paid in 2020/2021 will recur annually in that amount for the remainder of those teachers' careers.**

- B. The salary schedules for 2013/2014 and 2014/2015 school years shall be the same as the annual teachers' salary schedules that were in effect during the 2012/2013 school year. Those teachers who were employed in the District during the 2012/2013 school year shall receive additional salary for the 2013/2014 school year as an off-schedule, recurring salary increase in the amount of \$1,950. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. Those teachers who were employed in the District during 2013/2014 school year shall receive additional salary for the 2014/2015 school year as an off-schedule, recurring salary increase in the amount of \$1,950. This amount shall be prorated for part-time teachers based upon their percentage of full-time employment. The cumulative additional salary paid in 2014/2015 will recur annually in that amount for the remainder of those teachers' careers.**

- C. For the 2013-2014 and 2014-2015 school years, no teachers shall advance a step on the salary schedule. Unless otherwise negotiated by the parties, step advancement for those teachers who are eligible to advance shall recommence effective July 1, 2015 with a single step advancement from their 2012-2013 step placement.**

**Effective July 1, 2015, the District will resume its practice for step eligible unit members by advancing each teacher a single step on the salary schedule following a full year of work.**

- 1. Due to the frozen step years of 2013/2014 and 2014/2015, the following rules for step advancement shall apply:**

**Any teacher employed in the district prior to 2010/2011 whose step advancement date was delayed solely by the contract language added for 2011/2012 and 2012/2013, and who has not taken unpaid leave either during or since those years, will once again advance step on the annual date they advanced step prior to 2011/2012, beginning with a single step advance in the 2015/2016 school year.**

**Any teacher first hired during 2010/2011, 2011/2012, 2012/2013, 2013/2014, or 2014/2015 will advance a step on the anniversary of their start date, unless the teacher has taken unpaid leave since their start date**

**Any teacher who, during 2010/2011, 2011/2012, and/or 2012/2013, took an unpaid leave that did not coincide with the school year, will have their step advancement delayed by the length of that unpaid leave, as per Article 29 (G) (1).**

**Any teacher who took an unpaid leave during 2013/2014 and/or 2014/2015 will have their step advancement delayed by the length of that unpaid leave, whether the leave coincided with the school year or not.**

**If a teacher's step advancement was delayed both by the contract language of 2011/2012 and/or 2012/2013 and by an unpaid leave, the delay caused by the 2011/2012 2012/2013 contract language will be deemed inoperative, but the delay caused by unpaid leave will remain.**

- 2. Those who are on any of the steps in between steps 16 and 22, or in between steps 22 and 27, or beyond step 27 will receive additional payment as follows:**

**A. 2015/2016 - \$1,000, off-schedule, recurring**

**B. 2016/2017 - \$750, off-schedule, recurring**

**C. 2017/2018 - \$750, off-schedule, recurring**

**D. 2018/2019 - \$1,000, off-schedule, recurring**

**E. 2019/2020 - \$950, off-schedule, recurring**

**F. 2020/2021 - \$950, off-schedule, recurring**

**If a teacher takes a partial leave, during any of the school years above, the full amount will recur. If a teacher takes a full year leave during one or more of the school years above, there will be no amount to recur that is attributable to the year or years of such leave.**

- 3. Step advancement for the 2012/2013 school year (if any) shall not occur until at least January 1, 2013 and after the 185<sup>th</sup> paid work day following the unit member's last step advancement date. At that time each such unit member shall advance one step from his or her 2011/2012 school year salary schedule step placement. For those hired during the 2011/2012 school year, step advancement shall occur following the employee's 257<sup>th</sup> paid work day.**
- 4. Full-time teachers who began service after July 1, 1995 and before June 30, 2001 on Step 1 or above will be granted a step jump after twelve years of full-time service in the Chappaqua Schools.**
- 5. Full-time teachers hired on Step 1 or above who began service on or after July 1, 1995 and before June 30, 2001 will be eligible for a special stipend of \$2,000 at the end of ten years of full-time service in the Chappaqua Schools. The special \$2,000 stipend is a one-time, non-repeating, off the schedule payment.**
- 6. Teachers who begin service in the Chappaqua Schools on or after July 1, 2001 will receive no step jumps.**
- 7. Teachers who earn additional educational credits entitling them to move horizontally on the salary schedule shall be so advanced on September 1 following the successful completion of the courses taken. No salary credit shall be granted for travel.**

**Disagreements regarding an individual step placement for the 2015/2016 school year shall be referred to the Labor Management Committee for resolution.**

- D. A teacher with one or more earned master's degrees shall be granted the following stipend beyond the appropriate step on the BA scale:**

**2018/2019 school year: \$1,272**

**2019/2020 school year: \$1,285**

**2020/2021 school year: \$1,298**

The payment for an earned doctorate shall be \$1,257 in 2018/2019 in addition to the payment for an earned master's degree. This payment shall be \$1,270 for the 2019/2020 school year and \$1,283 for the 2020/2021 school year.

- E. Guidance counselors shall receive a differential of 10% of contract salary for a 200-day schedule to be determined by the building principal after consultation with the counselors involved. Counselors who work beyond the 200-day schedule shall be paid at the rate of 1/200 of contract salary for each additional day worked.
- F. Summer school salary schedule shall be increased by the across the board salary percentage increase.
- G. Per diem shall equal 6½ hours including a half hour for lunch. The per diem rate is:

2018/2019	\$314
2019/2020	\$317
2020/2021	\$320

The hourly rate shall be calculated by dividing the per diem rate by 6.

- H. Teachers who are performing (outside their regular school year) in what is their primary assignment (ex: staff developers, CSE assignments) will be reimbursed at an hourly rate calculated as follows: 1/200 of contract salary divided by six hours. This excludes Summer School Teachers and any other stipended or hourly positions. Staff developers will receive the 1/200 payment in lieu of any additional stipends for teaching classes.
- I. Summer Work  
  
When a teacher creates and teaches a new 15 hour course, the teacher shall receive \$800 (prorated if not 15 hour course) plus the per diem rate referenced in F. above.  
  
When a teacher teaches an existing 15 hour course, the teacher shall receive \$550 (prorated if not 15 hour course) plus the per diem rate referenced in F. above.
- J. Paychecks will normally be available by noon of each payday.
- K. Teachers shall receive their final checks by noon of the last day of school in June providing all their individual commitments have been met.

#### **ARTICLE 24 – Extra Pay for Extra Duties**

- A. An Extra Duty shall be defined as an official, school-sanctioned activity which requires a teacher to work beyond the contractual school day in an area which is not an integral part of the teacher's regular instructional responsibilities. This Article does not include part-time administrative assignments.

- B. Qualified and interested staff members shall be encouraged to apply for extra duty assignments. All extra duty positions for the coming school year shall be posted by the end of the previous school year and as vacancies occur. Every effort will be made to select the best staff member for each position. If no qualified teaching staff member is available, personnel may be sought outside staff personnel. The final decision will be made by the building principal, subject to approval of the Superintendent of Schools. The Congress must be notified in the event that an extra pay position has been abolished or is not being filled.**
  
- C. If for any reason a teacher cannot complete an extra duty assignment, he or she shall be paid a pro rata share for the portion of the assignment completed. The replacement who completes the assignment shall be paid proportionately. In no case shall the total amount exceed the amount allocated for the position.**
  
- D. From time to time application is made to the building principals for approval of new activities. The application, when received by the Superintendent, will be discussed with the Congress, and the appropriate rate of compensation will be determined.**
  
- E. Activities**
  - 1. Co-Curricular**
    - a. Each activity shall be compensated by the number of time units assigned.**
  
    - b. Unit Value: A rating of responsibility based on the duration, in weeks, of the activity and the staff responsibilities. All activities shall be rated according to one of three levels:**
      - Maximum Responsibility - 1.2**
      - Moderate Responsibility - 1.0**
      - Limited Responsibility - 0.8**
  
    - c. Pay shall be:**
      - 2018/2019     \$16.03 per time unit**
  
      - 2019/2020     \$16.19 per time unit**
      - 2020/2021     \$16.35 per time unit**
  
    - d. The time units assigned to each school are as follows:**

<b>Bell</b>	<b>2,930</b>
<b>Grafflin</b>	<b>814</b>
<b>Greeley</b>	<b>9,844</b>

<b>Roaring Brook</b>	<b>816</b>
<b>Seven Bridges</b>	<b>2,880</b>
<b>Westorchar</b>	<b>784</b>

**e. Co-curricular activities will be reviewed by December 15 of each year as follows:**

- 1) Each building principal, the building representatives and the Faculty Advisory Council will review each activity to determine the accuracy and appropriateness of unit values and hours. At Horace Greeley High School, a committee consisting of an Administrator, a CCT negotiator and a Faculty Advisory Council Member will conduct this review.**
- 2) The administrator may then recommend a revised list of time allocations which shall not exceed the time units presently allocated to that school. A review of revisions and recommendations will take place at an Administrative Council meeting.**
- 3) If it is felt that additional activities are necessary, recommendations should be made in writing to the Superintendent of Schools by January 15 of each year.**
- 4) The CCT will be provided with a copy of the revised co-curricular activities for the coming year by May 15. Co-curricular activities for the coming year shall be posted in each building.**

**2. The following terms and conditions shall be used in determining music teachers' compensations for extra duties:**

- a. An evening concert shall be defined as a school-sanctioned concert presented during the evening hours on a week night or at any time during the weekend to which parents and the public are invited.**

- b. All vocal and instrumental music teachers shall be expected to present one evening concert per year. Each additional concert approved by the building principal shall be compensated at the rate of \$172 for 2018/2019, \$173 for 2019/2020 and \$175 for 2020/2021.
  - c. There shall be compensation at the rate of \$345 for 2018/2019, \$349 for 2019/2020 and \$352 for 2020/2021 for each All-County Music Festival Coordinator. Three Coordinators shall be recommended by the district-wide music department annually, subject to approval by the Superintendent of Schools.
3. The Director of Life School at Horace Greeley shall receive a stipend of \$7,786 for 2018/2019, \$7,864 for 2019/2020 and \$7,943 for 2020/2021.
4. **Coaching Positions**
- a. All coaches shall be subject to annual appointment to their positions. Each coach shall be evaluated at the end of the season on an evaluation form in the nature of a checklist, with a narrative section for additional comments. Additionally, if significant performance or interpersonal relations concerns arise during the course of the season, the same shall be promptly brought to the coach's attention and direction for improvement, where applicable shall be given.

In the event that a coach receives an unsatisfactory rating the Athletic Director may recommend to the Board of Education and the Board may determine not to appoint the coach to future coaching positions. Such determination shall not be subject to the Grievance Procedure, including the arbitration provisions in the parties' collective bargaining agreement and the arbitrator shall be without power to address grievances regarding the denial of future coaching positions based upon such unsatisfactory rating. Preference for coaching positions shall be given to the teachers' bargaining unit members.

Each coaching assignment shall be compensated as follows:

2018/2019				
Coaches Rating	Step 1	Step 2	Step 3	
30	3503	3904	4335	
35	4088	4552	5065	
40	4681	5205	5785	
45	5260	5853	6508	

50	5843	6508	7228
55	6429	7159	7954
60	7014	7807	8674
65	7619	8455	9397
70	8182	9112	10123
75	8774	9763	10848
80	9348	10411	11571
85	9934	11067	12293

**2019/2020**

<b>Coaches Rating</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
30	3538	3943	4378
35	4129	4598	5116
40	4728	5257	5843
45	5313	5911	6574
50	5901	6574	7300
55	6493	7230	8033
60	7085	7885	8761
65	7696	8539	9491
70	8264	9203	10224
75	8862	9860	10957
80	9441	10515	11686
85	10034	11177	12416

**2020/2021**

<b>Coaches Rating</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
30	3573	3982	4422
35	4171	4644	5167
40	4775	5309	5902
45	5366	5971	6639
50	5960	6639	7373
55	6558	7303	8114
60	7155	7964	8848
65	7773	8625	9586
70	8346	9295	10327
75	8950	9959	11066
80	9535	10620	11803
85	10134	11289	12540

## Horace Greeley High School

<u>Position</u>	<u>Rating</u>
<u>Baseball</u>	
Varsity	65
Assistant	45
Junior Varsity	45
9th Grade	40
<u>Basketball</u>	
Boys	
Varsity	75
Junior Varsity	55
9th Grade	45
Girls	
Varsity	75
Junior Varsity	55
9th Grade	45
<u>Bowling</u>	
Varsity	40
Junior Varsity	35
<u>Cheerleading</u>	
Fall Varsity	40
Fall Junior Varsity	35
Winter Varsity	40
Winter Junior Varsity	35
<u>Cross Country</u>	
Boys	60
Girls	60
<u>Field Hockey</u>	

<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>40</b>
<b>Junior Varsity</b>	<b>40</b>
<b>9th Grade</b>	<b>35</b>

**Football**

<b>Varsity</b>	<b>85</b>
<b>Assistant</b>	<b>55</b>
<b>Assistant</b>	<b>55</b>
<b>Junior Varsity</b>	<b>55</b>
<b>Assistant</b>	<b>45</b>
<b>9<sup>th</sup> Grade</b>	<b>50</b>
<b>Assistant</b>	<b>45</b>

**Golf**

<b>Boys</b>	<b>40</b>
<b>Girls</b>	<b>40</b>

**Ice Hockey**

<b>Varsity</b>	<b>75</b>
<b>Assistant</b>	<b>55</b>

**Lacrosse**

<b>Boys</b>	
<b>Varsity</b>	<b>70</b>
<b>Assistant</b>	<b>50</b>
<b>Junior Varsity (A)</b>	<b>50</b>
<b>Junior Varsity (B)</b>	<b>50</b>

**Girls**

<b>Varsity</b>	<b>70</b>
<b>Assistant</b>	<b>50</b>
<b>Junior Varsity</b>	<b>50</b>
<b>Girls 9th Grade</b>	<b>40</b>

**Skiing**

<b>Varsity</b>	<b>40</b>
<b>Assistant</b>	<b>35</b>

**Soccer**

<b>Boys</b>	
<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>45</b>
<b>Junior Varsity (A)</b>	<b>45</b>
<b>Junior Varsity (B)</b>	<b>45</b>

<b>Girls</b>	
<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>45</b>
<b>Junior Varsity (A)</b>	<b>45</b>
<b>Junior Varsity (B)</b>	<b>45</b>

<b><u>Softball</u></b>	
<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>45</b>
<b>Junior Varsity</b>	<b>45</b>
<b>9th Grade</b>	<b>40</b>

<b><u>Swimming</u></b>	
<b>Boys</b>	
<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>40</b>
<b>Junior Varsity</b>	<b>40</b>

<b>Girls</b>	
<b>Varsity</b>	<b>65</b>
<b>Assistant</b>	<b>40</b>
<b>Junior Varsity</b>	<b>40</b>

<b><u>Tennis</u></b>	
<b>Boys</b>	
<b>Varsity</b>	<b>50</b>
<b>Junior Varsity (A)</b>	<b>40</b>
<b>Junior Varsity (B)</b>	<b>40</b>

<b>Girls</b>	
<b>Varsity</b>	<b>50</b>
<b>Junior Varsity (A)</b>	<b>40</b>
<b>Junior Varsity (B)</b>	<b>40</b>

**Track - Spring**

**Boys**

**Varsity 65**

**Assistant 50**

**Girls**

**Varsity 65**

**Assistant 50**

**Track - Winter (indoor)**

**Boys**

**Varsity 60**

**Assistant 45**

**Girls**

**Varsity 60**

**Assistant 45**

**Volleyball**

**Varsity 65**

**Junior Varsity (A) 45**

**Junior Varsity (B) 45**

**Wrestling**

**Varsity 70**

**Junior Varsity 50**

**Robert E. Bell Middle School & Seven Bridges Middle School:**

**Bowling 35**

**Cross Country**

**Cross Country (Bell) 40**

**Cross Country (SB) 40**

**Field Hockey**

**Field Hockey (Bell) 35**

**Assistant (Bell) 30**

**Field Hockey (SB) 35**

Assistant (SB) 30

**Football**

Head Coach 8<sup>th</sup> Grade 50

Assistant 45

Head Coach 7<sup>th</sup> Grade 50

Assistant 45

**Lacrosse**

Boys Lacrosse (Bell) 40

Assistant (Bell) 35

Boys Lacrosse (SB) 40

Assistant (SB) 35

Girls Lacrosse (Bell) 40

Assistant (Bell) 35

Girls Lacrosse (SB) 40

Assistant (SB) 35

**Softball**

Softball (Bell) 40

Softball (SB) 40

**Track**

Spring Track (Bell) 40

Spring Track (SB) 40

Winter Track (Bell) 40

Winter Track (SB) 40

**Volleyball**

Volleyball (Bell) 35

Assistant (Bell) 30

Volleyball (SB) 35

Assistant (SB) 30

**Wrestling** 40

- b. In order to change any of the salaries listed above, or to add or delete a sport, the following procedure should be adhered to: the Director of Athletics jointly with the Coaches' Representative shall make

**application for change to the building principal. Should the principal approve the change, the application will be forwarded to the Superintendent of Schools for final action. The CCT will be notified of any changes made.**

- c. Each head coach, who is at the top of the coaches ranking scale and is assigned additional supervision of a modified (seventh and eighth grade) team in his or her program, will receive their normal coaching pay plus the equivalent stipend of five additional units per modified team. The head coaches rating, however, will remain the same.**
- d. Coaches shall be compensated for post-season play at the rate of \$50 per practice day/game day, not to exceed \$200 per week, for second round play and beyond.**

**5. Intramurals**

- a. There will be building intramural coordinators who will be compensated at the rate of \$812 for 2018/2019, \$820 for 2019/2020 and \$828 for 2020/2021 per building. These coordinators will report to the Director of Physical Education/Athletics.**
- b. Intramural supervisors will be paid at a rate of \$29 per hour for the 2015/2016, 2016/2017 and 2017/2018 school years.**
- c. Intramural coaches shall be given five points per season (fall, winter and spring).**

- 6. Chaperone or Activity pay shall be granted to teachers for participation in extra duties not specifically mentioned in Article 24. Chaperone or Activity pay shall be \$80 per three hours. Chaperone or Activity pay shall also include a payment of \$250 per night when the Chaperone or Activity includes overnight responsibilities. All requests for approval of trips must be submitted to the building principal on the appropriate form.**

- 7. Stipend for Webmaster will be \$2,786 for 2018/2019, \$2,813 for 2019/2020 and \$2,842 for 2020/2021.**

**8. S.A.T. Coordinator and Proctor**

- a. S.A.T. Coordinator and S.A.T. Coordinator for Students with Testing Related Disabilities:**

1. Each position shall be compensated at the rate of \$698 for 2018/2019, \$705 for 2019/2020 and \$712 for 2020/2021 per diem or 1/200th of annual salary per diem, whichever is greater for exam days, reduced by any honorariums received from the testing service for coordination and, if applicable, proctoring. The stipend will also be in lieu of any proctoring stipend where both functions are being performed on the same day. In addition, the coordinators shall be paid \$579 per diem for preparatory and follow-up activities related to each exam day. The per diem rate may be divided into an hourly rate if a full day of such activities is not needed. It is expressly understood that the district retains the right to appoint an administrative designee(s) to perform the coordinators' function.

b. Proctoring S.A.T. Exams, including for Students with Testing Related Disabilities:

1. Each proctor shall receive \$38 per hour of service or \$138 per diem for 2018/2019 and \$38 per hour of service or \$140 per diem for 2019/2020 and \$38 per hour of service or \$141 per diem for 2020/2021, whichever is greater, reduced by the honorarium, if any, received from the testing service. When a coordinator also serves as a proctor, the honorarium shall be payable to the school district.

9. Athletic Coordinator (Part Time Position)

The Athletic Coordinator (part time) shall receive an annual stipend of \$13,491 for 2018/2019 school year, \$13,625 for 2019/2020 school year and \$13,762 for 2020/2021 school year, or one third of this amount per season (fall, winter, spring).

10. Director of English Language Arts and Content Literacy

The Director of ELA and Content Literacy shall receive a stipend in the amount of \$7,786 for 2018/2019, \$7,864 for 2019/2020 and \$7,943 for 2020/2021.

11. Director of Professional Learning, Inquiry and Innovation

The Director of Professional Learning, Inquiry and Innovation shall receive a stipend in the amount of \$7,786 for 2018/2019, \$7,864 for 2019/2020 and \$7,943 for 2020/2021.

- F. Teachers may participate in a two-year Teacher Action Research Project of which the terms of participation and selection are described in the District publication entitled ‘Teacher Action Research Project.’ The stipend will be \$2,500.00 per school year.**
- G. The high school Principal may select one Department Facilitator from among those interested department members for each of the departments that have ten (10) or more members. One Department Facilitator may also be selected for the Guidance Counseling Department. Department Facilitators will join with department chairs in the evaluation of ongoing instructional initiatives, will co-design and co-implement new initiatives, and will support the department chair in the planning and facilitation of department meetings. Facilitators will be selected to serve in the position for two years. They will be evaluated annually by the Principal. The stipend for each facilitator will be \$2,500.00 per school year.**
- H. Interested teachers will apply to be Innovation Fellows for a two year term. A committee of teachers, staff developers and administrators will recommend applicants for selection. Final decision on selection will rest solely with the Assistant Superintendent for Curriculum and Instruction. The stipend for each Innovation Fellow will be \$2,500.00 per school year. The stipend covers all work associated with the program with the exception of the four (4) days of summer curriculum work which will be paid at the regular curriculum rate.**

#### **ARTICLE 25 – Insurance**

- A. Effective July 1, 2018, the District shall pay 83.0% of the premiums for employees and dependents in the Northern Westchester-Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating teachers shall pay the remaining 17.0% of premiums. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.**

**Effective July 1, 2019, the District shall pay 82.5% of the premiums for employees and dependents in the Northern Westchester-Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating teachers shall pay the remaining 17.5% of premiums. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members**

**hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.**

**Effective July 1, 2020, the District shall pay 82.0% of the premiums for employees and dependents in the Northern Westchester-Putnam Schools Consortium or other insurance carriers providing identical or better medical benefits if the District elects to designate another carrier. All participating teachers shall pay the remaining 18.0% of premiums. Retirees shall contribute toward health insurance costs at the percentage of their contribution immediately preceding retirement. Unit members hired to commence work in the bargaining unit on or after July 1, 2018 shall be eligible for retiree health insurance if having served 15 years in the District in a benefits eligible position with a District premium share requirement.**

**The Chappaqua Central School District agrees to offer one or more comprehensive prepaid health plan(s) or health maintenance organization(s) (HMO) to its eligible employees. The employee will be solely responsible for any premium cost during the plan year which exceeds the premium cost for the Putnam/Northern Westchester Health Insurance Consortium. The cost to the school district will not exceed the district's cost for the Putnam/Northern Westchester Consortium, and the employee shall continue to be responsible for the percentage contribution to premium as set forth in the applicable collective bargaining agreement.**

**Notwithstanding the above, family health insurance premium contributions are subject to the application of the District's "Spousal and Eligible Dependent Rule."**

**All unit members who work less than 0.6 FTE may participate in the District's health insurance plan by contributing one hundred percent of the premium cost for individual or family coverage.**

- B. Teachers married to another District teacher or administrator shall be entitled to either two single plans or one family plan. Whenever the District's health and Chappaqua Benefit Funds's dental and vision plans provide for coordination of benefits, such employees shall be provided with the same (i.e.: coordination of benefits is defined as providing the spouse with the same reimbursement as would be provided by a second family plan.) Likewise whenever the District's health and dental insurance plans provide for maintenance of benefits, such employees shall be provided with the same (i.e.: maintenance of benefits is defined as when the spouse's plan provides a lesser reimbursement than would be provided by a second district family plan, in which event the District will supplement the reimbursement up to the level of the District's plan.)**

- C. In the event that there are five or more unit members who elect not to receive health insurance, effective July 1, 2008, the buy-out amount shall be set at \$2,750 for family buy-outs and individual buy-outs only for those receiving the buy-out during the 2007/2008 school year, as well as for those who have been paying health premium contributions during the 2007/2008 school year and would become entitled under the language of the 2007/2008 contractual agreement effective with the 2008/2009 school year. These amounts are per year and will be prorated if for less than a full year. No others shall become eligible for the buy-out.**

**A unit member who has elected the buy-out shall be allowed to re-enter the health insurance plan during the buy-out year as a result of a qualifying event.**

**The monies will be paid in equal biweekly paychecks over the one year buy-out period commencing January 1<sup>st</sup> and ending on December 31<sup>st</sup>. The buy-out payments will be paid as additional salary or into the employee's section 403(b) Internal Revenue Code tax sheltered annuity as an elective employee payment, where it may accumulate without a tax consequence until the time of withdrawal.**

**The window period of opportunity for exercising the buy-out option is the same as for changing health insurance enrollment (November 8-12 during 2004 and a four day window period each following year).**

**To be eligible for this benefit, you must be otherwise health insured and able to produce evidence of the same when you submit your application for the buy-out.**

#### **ARTICLE 26 – CCT Benefit Fund**

- A. The Trust formerly known as the Joint Benefit Fund in previous contracts shall be converted to a unitary CCT Trust providing participation rights for District administrators and non-represented personnel. All Fund Trustees must be eligible to receive the benefits provided by the Fund.**
- B. For the 2018/2019 school year, the District shall contribute to the Fund an annual rate of \$1,490 per member payable on a quarterly basis with \$372.50 per teacher payable on July 1, 2018, \$372.50 per teacher payable on October 1, 2018, \$372.50 per teacher payable on January 1, 2019, and \$372.50 per teacher payable on April 1, 2019.**
- C. For the 2019/2020 school year, the District shall contribute to the Fund an annual rate of \$1,490 per member payable on a quarterly basis with \$372.50 per teacher payable**

on July 1, 2019, \$372.50 per teacher payable on October 1, 2019, \$372.50 per teacher payable on January 1, 2020, and \$372.50 per teacher payable on April 1, 2020.

- D. For the 2020/2021 school year, the District shall contribute to the Fund an annual rate of \$1,490 per member payable on a quarterly basis with \$372.50 per teacher payable on July 1, 2020, \$372.50 per teacher payable on October 1, 2020, \$372.50 per teacher payable on January 1, 2021, and \$372.50 per teacher payable on April 1, 2021.

**ARTICLE 27 – Tax-Sheltered Annuities and Credit Union**

- A. The District agrees to enter into a written agreement with any teacher during the months of September and January to reduce the annual salary for the purpose of purchasing a tax-sheltered annuity for the teacher. The District reserves the right to limit the number of additional companies to be selected by employees.
- B. The District and the Congress assume no fiduciary responsibility for such tax-sheltered annuities, and they shall not be held liable for the performance or management of such funds. District expense and involvement shall be limited to clerical expense required for making payroll deductions and subsequent remittance to the appropriate insurance company.
- C. A teacher may direct the District to forward monies withheld through payroll deduction to the Hudson River Teachers Federal Credit Union or an alternative mutually agreed upon by the Congress and the District. Notice to initiate, change or cancel this action must be made in writing by the teacher during the months of September and/or January.
- D. Upon retirement, payment for accumulated sick days will be paid in the form of an employer non-elective direct contribution into a Section 403(b) Tax Sheltered Annuity.

**LEAVES OF ABSENCE**

**ARTICLE 28 – Sick Leave**

- A. Any teacher, absent on account of personal illness or any quarantine regulation of the Board of Health, shall be entitled to full salary for up and including (15) days during a school year which may be accumulated to a maximum of 200 days, except as hereinafter provided.

Up to (5) days of personal sick leave shall be transferrable for use on an annual, non-cumulative basis for a family illness. Family encompasses an employee's spouse, children, parents, siblings, grandparents, grandchildren and in-laws.

In the event that a teacher is going to become a parent through adoption or surrogacy, the teacher may convert up to 15 sick days to personal days to be used consecutively in conjunction with this event. For the same event, the teacher may also utilize assigned personal days, but is not eligible for family illness or emergency leave bank days unless there are extenuating circumstances.

In addition, (1) day of personal sick leave may be converted for use as a personal leave day, provided the teacher has already used all (3) regularly provided personal leave days, and provided the teacher makes the request and specifies the reason on the personal leave form at least three days in advance to the building principal (The three day notice provision may be waived by the Principal in the event of an emergency). This request must be approved in advance by the building principal, and must meet the same criteria and follow the same process as described for days requested immediately adjacent to holidays or vacations in Article 29 (A) of this agreement.

Should the sick leave be covered under the provisions of pension or compensation law, only the difference between the employees' salary and that compensation paid by the other agency shall be paid by the district.

- B. Any teacher whose current sick day accumulation is equal to or exceeds 200 days may accumulate up to a maximum of fifteen (15) additional days each year of this agreement with an upper limit for forty-five (45) additional days.
- C. Regularly approved leaves, including leaves of absence, educational leaves and parental leaves, shall be construed to provide retention of accumulated sick days for use upon return to full-time service in the District. Said days may not be accumulated during the period of such approved leaves.
- D. A sick leave bank shall be created upon the contribution of sick leave days by the Congress and the District. All teachers will have two sick days deducted from their totals, in their first year in the district, and shall be eligible for participation in the sick bank. The District shall contribute one day for each two days of teacher contribution up to 225 days from available teacher accumulated sick leave in excess of 200 days. The bank shall be administered by a committee of two (2) administrators appointed by the District and two (2) teacher representatives appointed by the Congress who shall act upon withdrawals. Withdrawals from the sick leave bank shall be limited to teachers who are involved in extended or disabling illnesses which

are not covered under workmen's compensation insurance or accidents and who have exhausted their sick leave time. The maximum withdrawal by any one teacher from the bank shall be 300 days.

The bank shall be renewable once the reserve falls below 50% of maximum contribution. The renewal shall be subject to the ratio as forth above. The bank may be renewed a maximum of once annually.

The bank shall be available to administrators under the conditions set forth above.

The parties shall refer proposed language changes to the sick leave bank to the Labor Management Committee for its review and recommendations to the parties' negotiating teams.

- E. Upon retirement, teachers will be paid \$40.00 per day for unused sick leave up to a maximum of 245 days.
- F. In all matters involving the health of a teacher, and related absences, the District may require a physical examination or a doctor's verifying statement.

#### **ARTICLE 29 – Other Leaves**

- A. A teacher shall be granted up to three personal leave days with pay during each school year in order that he or she may meet serious personal obligations which can only be accomplished on a work day, such as: Family obligations, non-family funerals, legal matters, personal business, etc. Except in unusual or extenuating circumstances, notification for such leave shall be given at least three days in advance to the building principal on the personal leave notification form. A teacher need not specify reasons for taking such leave unless it immediately precedes or follows a holiday or vacation period or falls on a Superintendent's Conference Day, in which case the leave would first need to be approved by the building principal. In the case of an emergency, the provision for three days' notice may be waived at the discretion of the building principal. Such leave, if not used, shall be cumulative as sick leave, but in no event shall it be in addition to the sick leave cumulative ceiling.
- B. Any teacher, absent on account of illness or death in the immediate family, shall be entitled to full salary for five (5) days during a school year. Immediate family encompasses an employee's spouse, children, parents, sibling, grandparents, grandchildren, nieces, nephews, aunts, uncles and in-laws. These days are separate and distinct from the 15-day personal illness and are not to be included in accumulated days.

**The Superintendent may grant special bereavement leave upon request from a teacher.**

- C. A teacher shall be granted leave for jury duty on full pay. The District shall be reimbursed by the teacher for per diem compensation paid for jury duty. In the event such reimbursement is not received by the District before the end of the school year, such money shall be deducted from the teacher's final checks. A teacher shall notify the district at least two (2) days in advance of such jury duty.**
  
- D. Child Care Leave**
  - 1. A child care leave shall be granted without pay to regular, full-time teachers who are about to become, or have just become, a parent. In the event that both husband and wife are employed by the district, only one of them may be on child care leave at any given time.**
  
  - 2. Application for such leave shall be made in writing to the building principal. A teacher starting in September will normally be expected to teach at least through the first semester (February). In this case the leave shall endure for the balance of the school year in which it began and may continue the following two school years.**
  
  - 3. Should a teacher be granted a child care leave commencing before the end of the first semester, such teacher may only apply for one additional year of child care leave.**
  
  - 4. Each year a teacher on leave shall notify the building principal in writing no later than March 15 of his, or her, intention to return, or not to return, the following September. Failure to give appropriate notice by March 15 will cause the teacher to forfeit employment.**
  
  - 5. A teacher must return to the District for at least one academic year prior to application for a subsequent child care leave.**
  
- E. Special leaves may be granted, with or without pay, by the Board of Education upon the recommendation of the building principal and the Superintendent of Schools.**
  
- F. Conditions affecting leaves under D and E above.**
  - 1. Teachers granted leaves that do not coincide with the school year must, upon**

their return, complete the number of unpaid leave days before moving onto the next salary step.

2. Teachers granted leaves will be credited for the purposes of seniority with the number of months served prior to the inception of the leave.
3. Additionally, teachers returning from leave are not guaranteed the specific position or building assignment they left.

**G. Emergency Leave Bank**

An emergency leave bank shall be created with 40 days contributed by the District per year. Withdrawals from the emergency leave bank shall be limited to teachers who have exhausted family and personal leave, are not eligible for sick leave, and who have a catastrophic circumstance that is recognized by the Superintendent of Schools. The award of emergency leave day(s) shall be at the sole discretion of the Superintendent of Schools and will be limited to a maximum of 8 days per individual.

- H. The status of all ‘banks’ shall be reported to the District and the CCT on a yearly basis.**

**STAFF COMMUNICATIONS**

**ARTICLE 30 – Faculty Advisory Council**

There shall be a Faculty Advisory Council in each building. The Unit II members of the Council shall be elected by members of Unit II. A Congress Building Representative may be present at each Council meeting.

Other Articles in the Contract which refer to the Faculty Advisory Council can be found in the following sections:

**ARTICLE 10: School Year**

**ARTICLE 11: Teaching Day, Load, Assignments**

**ARTICLE 12: Class Size**

**ARTICLE 24: Extra Pay for Extra Duties**

### **ARTICLE 31 – Employee Assistance Program**

The parties to this Agreement jointly recognize the need to provide appropriate assistance to teachers whose health problems are affecting job performance. Therefore, both parties agree to the establishment of a confidential referral and counseling program to assist teachers and members of their immediate families in securing effective treatment and rehabilitation for psychological or physical illness, including alcoholism. Such assistance shall be rendered with due attention to the teacher's dignity and right of privacy. Self-referral or evaluation of job performance shall be the sole basis for referral to the program.

The provisions of the Employee Assistance Program shall be made a part of the policies of the Board of Education, in consultation with the Executive Committee of the Congress, and shall be annually renewed with the consent of both parties.

Payment of a teacher E.A.P. Coordinator shall be \$1,623 for 2018/2019, \$1,639 for 2019/2020 and \$1,656 for 2020/2021.

### **ARTICLE 32 – Academic Freedom**

The Board and the CCT affirm that academic freedom has been and shall continue to be guaranteed to all teachers in the District.

Any issues arising with regard to academic freedom will ultimately be decided at the level of the Superintendent and shall not be subject to the grievance/arbitration procedure.

### **ARTICLE 33 – Retirement Stipend**

Full-time teachers who are planning to retire at the end of a school year who submit in writing to the Superintendent of Schools a letter of resignation for retirement purposes on or before December 15 of the calendar year immediately preceding the calendar year of retirement, shall receive a stipend of \$2,000.00 following their retirement. Retirement is defined as being eligible for retirement under the New York State Teacher's Retirement System and receiving a pension.

### **ARTICLE 34 – Mentors**

- A. Each new teacher may be eligible for two years of mentoring, with a teacher the first year and a staff developer the second year. Selected teachers may be invited to be mentors. Mentors will be appointed by the district and teacher mentors will be paid a stipend of \$1,492 for the 2018/2019 school year, \$1,507 for the 2019/2020 school year and \$1,522 for the 2020/2021 school year. The role, responsibilities, and training of

mentors will be outlined in a memo to be developed by the district prior to extending invitations to teachers to volunteer for this responsibility. Secondary department chairs will not be eligible for a stipend for mentoring.

- B. With the approval of the Assistant Superintendent, mentors will be paid at the per diem rate for any training necessary for them to assume this role.
- C. Mentors will be paid one stipend regardless of the number of mentees. However, the limit on number of mentees will be two. Mentors will be selected by the Building Principal in consultation with the Building Representatives. Not every new teacher is required to have a mentor. When responsibilities are shared by mentors, the stipend will be shared also.

#### **ARTICLE 35 – Labor Management Committee**

The committee will have quarterly meetings with agenda items communicated at least ten days in advance of the meeting. Up to three members will be appointed by the administration and up to three members will be appointed by the CCT.

#### **ARTICLE 36 – Individual Contracts/Agreements**

No individual contract/agreement shall be made between the district and individual or group of individual employees related to terms and conditions of employment and/or compensation outside of the scope of this agreement.

#### **ARTICLE 37 – Non-Resident Faculty Children**

The Board will permit full-time, tenured teachers who reside outside of the district to enroll their children in the Chappaqua Central School District under the following conditions:

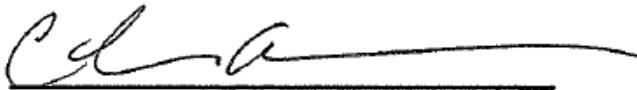
1. The child/children meet all enrollment eligibility requirements except for residency.
2. Consistent with this agreement, non-resident faculty children will be subject to the rights, benefits, obligations, and responsibilities of resident children. However, the district reserves the right to discontinue the educational program for a non-resident faculty child under appropriate circumstances.
3. There must be adequate space and facilities available, and the cost of education of such children shall not increase cost to the school district.

- 4. The placement of non-resident faculty children shall not cause the district to exceed class size guidelines.**
- 5. The teacher shall provide for and assume the cost of daily transportation.**
- 6. The district shall not be responsible for providing special education services to non-resident faculty children. All referrals of non-resident faculty children shall be to the Committee on Special Education in district of residence. The responsibility for such services and all related costs shall be with the district of residence.**
- 7. The teacher shall pay, to the district, a materials fee which shall be equal to the current year's per pupil allocation appropriate to the child's grade level.**
- 8. The admission of a child into the school district shall be for the current year only. In the event that the district determines that adequate space and facilities are not available or the education of such child shall increase the costs to the school district, the district may require either a change in school within the district or removal of the child from the district.**
- 9. The terms and conditions of enrollment of non-resident faculty children shall be provided to the teacher each year on a form which the teacher shall be required to sign.**
- 10. Teachers hired prior to 1976 shall continue to be able to enroll their non-resident children under the same terms and conditions which existed prior to this agreement.**
- 11. This agreement shall not be subject to grievance or to arbitration under the contract.**

**RATIFICATION**

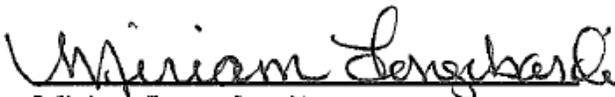
The Chappaqua Central School District and the Chappaqua Congress of Teachers have ratified this agreement, and the ratification is attested by the signatures appearing below.

**CHAPPAQUA CENTRAL SCHOOL DISTRICT**

By   
Dr. Christine Ackerman  
Superintendent of Schools

Dated: 3/4/19

**CHAPPAQUA CONGRESS OF TEACHERS**

By   
Miriam Longobardi  
President

Dated: 3/1/19

By   
Brian Petruso  
Vice President

Dated: 3/4/19



**APPENDIX I**

**TEACHER’S SALARY SCHEDULE 2018-2019 SCHOOL YEAR (+ 1.3%)**

<b>Step</b>	<b>BA</b>	<b>BA30</b>	<b>BA45</b>	<b>BA60</b>	<b>BA75</b>	<b>BA90</b>
1	66,389	69,994	73,605	77,200	80,806	84,409
2	69,382	73,098	76,809	80,517	84,228	87,902
3	72,377	76,197	80,012	83,831	87,656	91,398
3a	73,871	77,745	81,618	85,490	89,364	93,142
4	75,365	79,293	83,223	87,148	91,071	94,886
5	78,353	82,390	86,430	90,461	94,493	98,391
6	81,345	85,486	89,628	93,774	97,919	101,886
7		88,590	92,842	97,091	101,343	105,384
8		91,686	96,044	100,410	104,770	108,878
9		94,786	99,253	103,718	108,184	112,366
10		97,883	102,463	107,036	111,612	115,862
11		101,433	105,663	110,351	115,038	119,359
12		104,084	108,878	113,668	118,453	122,852
13		107,177	112,080	116,977	121,871	126,342
14		110,278	115,286	120,293	125,302	129,841
15		113,380	118,496	123,606	128,724	133,341
16		116,481	121,702	126,927	132,147	136,834
16 (1)		116,481	121,702	126,927	132,147	136,834
16 (2)		116,481	121,702	126,927	132,147	136,834
16 (3)		116,481	121,702	126,927	132,147	136,834
16 (4)		116,481	121,702	126,927	132,147	136,834
16 (5)		116,481	121,702	126,927	132,147	136,834
22		119,572	124,910	130,236	135,565	140,329
22 (1)		119,572	124,910	130,236	135,565	140,329
22 (2)		119,572	124,910	130,236	135,565	140,329
22 (3)		119,572	124,910	130,236	135,565	140,329
22 (4)		119,572	124,910	130,236	135,565	140,329
27		122,675	128,117	133,552	138,992	143,823
27 (1)		122,675	128,117	133,552	138,992	143,823
27 (2)		122,675	128,117	133,552	138,992	143,823
27 (3)		122,675	128,117	133,552	138,992	143,823
27 (4)		122,675	128,117	133,552	138,992	143,823
27 (5)		122,675	128,117	133,552	138,992	143,823
27 (6)		122,675	128,117	133,552	138,992	143,823
27 (7)		122,675	128,117	133,552	138,992	143,823
27 (8)		122,675	128,117	133,552	138,992	143,823
27 (9)		122,675	128,117	133,552	138,992	143,823
27 (10)		122,675	128,117	133,552	138,992	143,823
27 (11)		122,675	128,117	133,552	138,992	143,823
27 (12)		122,675	128,117	133,552	138,992	143,823
27 (13)		122,675	128,117	133,552	138,992	143,823

Masters 1,272  
 Doctorate 1,257

**APPENDIX II**

**TEACHER'S SALARY SCHEDULE 2019-2020 SCHOOL YEAR**

<b>Step</b>	<b>BA</b>	<b>BA30</b>	<b>BA45</b>	<b>BA60</b>	<b>BA75</b>	<b>BA90</b>
1	66,389	69,994	73,605	77,200	80,806	84,409
2	69,382	73,098	76,809	80,517	84,228	87,902
3	72,377	76,197	80,012	83,831	87,656	91,398
3a	73,871	77,745	81,618	85,490	89,364	93,142
4	75,365	79,293	83,223	87,148	91,071	94,886
5	78,353	82,390	86,430	90,461	94,493	98,391
6	81,345	85,486	89,628	93,774	97,919	101,886
7		88,590	92,842	97,091	101,343	105,384
8		91,686	96,044	100,410	104,770	108,878
9		94,786	99,253	103,718	108,184	112,366
10		97,883	102,463	107,036	111,612	115,862
11		101,433	105,663	110,351	115,038	119,359
12		104,084	108,878	113,668	118,453	122,852
13		107,177	112,080	116,977	121,871	126,342
14		110,278	115,286	120,293	125,302	129,841
15		113,380	118,496	123,606	128,724	133,341
16		116,481	121,702	126,927	132,147	136,834
16 (1)		116,481	121,702	126,927	132,147	136,834
16 (2)		116,481	121,702	126,927	132,147	136,834
16 (3)		116,481	121,702	126,927	132,147	136,834
16 (4)		116,481	121,702	126,927	132,147	136,834
16 (5)		116,481	121,702	126,927	132,147	136,834
22		119,572	124,910	130,236	135,565	140,329
22 (1)		119,572	124,910	130,236	135,565	140,329
22 (2)		119,572	124,910	130,236	135,565	140,329
22 (3)		119,572	124,910	130,236	135,565	140,329
22 (4)		119,572	124,910	130,236	135,565	140,329
27		122,675	128,117	133,552	138,992	143,823
27 (1)		122,675	128,117	133,552	138,992	143,823
27 (2)		122,675	128,117	133,552	138,992	143,823
27 (3)		122,675	128,117	133,552	138,992	143,823
27 (4)		122,675	128,117	133,552	138,992	143,823
27 (5)		122,675	128,117	133,552	138,992	143,823
27 (6)		122,675	128,117	133,552	138,992	143,823
27 (7)		122,675	128,117	133,552	138,992	143,823
27 (8)		122,675	128,117	133,552	138,992	143,823
27 (9)		122,675	128,117	133,552	138,992	143,823
27 (10)		122,675	128,117	133,552	138,992	143,823
27 (11)		122,675	128,117	133,552	138,992	143,823
27 (12)		122,675	128,117	133,552	138,992	143,823
27 (13)		122,675	128,117	133,552	138,992	143,823

Masters 1,285  
 Doctorate 1,270

**APPENDIX III**

**TEACHER'S SALARY SCHEDULE 2020-2021 SCHOOL YEAR**

<b>Step</b>	<b>BA</b>	<b>BA30</b>	<b>BA45</b>	<b>BA60</b>	<b>BA75</b>	<b>BA90</b>
1	66,389	69,994	73,605	77,200	80,806	84,409
2	69,382	73,098	76,809	80,517	84,228	87,902
3	72,377	76,197	80,012	83,831	87,656	91,398
3a	73,871	77,745	81,618	85,490	89,364	93,142
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11		101,433	105,663	110,351	115,038	119,359
12		104,084	108,878	113,668	118,453	122,852
13		107,177	112,080	116,977	121,871	126,342
14		110,278	115,286	120,293	125,302	129,841
15		113,380	118,496	123,606	128,724	133,341
16		116,481	121,702	126,927	132,147	136,834
16 (1)		116,481	121,702	126,927	132,147	136,834
16 (2)		116,481	121,702	126,927	132,147	136,834
16 (3)		116,481	121,702	126,927	132,147	136,834
16 (4)		116,481	121,702	126,927	132,147	136,834
16 (5)		116,481	121,702	126,927	132,147	136,834
22		119,572	124,910	130,236	135,565	140,329
22 (1)		119,572	124,910	130,236	135,565	140,329
22 (2)		119,572	124,910	130,236	135,565	140,329
22 (3)		119,572	124,910	130,236	135,565	140,329
22 (4)		119,572	124,910	130,236	135,565	140,329
27		122,675	128,117	133,552	138,992	143,823
27 (1)		122,675	128,117	133,552	138,992	143,823
27 (2)		122,675	128,117	133,552	138,992	143,823
27 (3)		122,675	128,117	133,552	138,992	143,823
27 (4)		122,675	128,117	133,552	138,992	143,823
27 (5)		122,675	128,117	133,552	138,992	143,823
27 (6)		122,675	128,117	133,552	138,992	143,823
27 (7)		122,675	128,117	133,552	138,992	143,823
27 (8)		122,675	128,117	133,552	138,992	143,823
27 (9)		122,675	128,117	133,552	138,992	143,823
27 (10)		122,675	128,117	133,552	138,992	143,823
27 (11)		122,675	128,117	133,552	138,992	143,823
27 (12)		122,675	128,117	133,552	138,992	143,823
27 (13)		122,675	128,117	133,552	138,992	143,823

Masters 1,298  
 Doctorate 1,283