

AGREEMENT

between the

BEACON CITY SCHOOL DISTRICT



and the

BEACON TEACHERS' ASSOCIATION



July 1, 2021 – June 30, 2024

TABLE OF CONTENTS

Article I	Recognition	1
Article II	Section 204-A Taylor Law	1
Article III	Scope of Agreement.....	1
Article IV	Dues Deduction	2
Article V	Grievance Procedure	3-7
Article VI	Teachers' Facilities	7-8
	Accommodations	8
Article VII	Class Size	8-9
Article VIII	Teachers Day	9-13
	Work Day	9
	Starting and Ending Times	9
	Duties	10
	Scheduling	11-12
	Preparation Periods	12
Article IX	Student Teachers	13
Article X	School Calendar	13-14
	Snow Days	14
Article XI	Teacher Involvement	14-15
Article XII	Miscellaneous Provisions	15
Article XIII	Observations and Evaluations	15
Article XIV	Teacher Assignments	15-16
Article XV	Vacancies/Promotions	16
Article XVI	Teachers File	17
Article XVII	Teacher Protection	17-18
Article XVIII	Association Rights	18-19
Article XIX	Unit Member Development and Training	19-20
	In-service Programs	20
	In-service Presentations	20
	Curriculum Writing	20
Article XX	Leaves	21-26
	Personal leave	21

	Sick leave	21-22
	Sick leave bank	22-23
	Family sick leave	23
	Special leave of absence	23-24
	Bereavement leave	24
	Jury duty	24
	Temporary emergency leave	24
	Child rearing leave	24-25
Article XXI	Discipline and Attendance.....	26-27
	Parent Complaints	26
Article XXII	Coordinators.....	27-28
Article XXIII	Pupil Personnel Services.....	28-29
	School Psychologists and Summer CSE Meetings.....	28-29
	Guidance Counselors	29
Article XXIV	Additional Benefits.....	30
	Flex Spending	30
	State Health Plan	30-31
	Mileage	31
	Retirement.....	31-32
	Benefit Trust Plan	32
Article XXV	Salary	32-33
	Graduate Credits	33
	Longevity	33-34
Article XXVI	Part-Time Teacher Benefits	34
Article XXVII	Supplemental Positions.....	35
	Appointment and Payment	35-36
	Coaching Supplemental.....	36-37
	Non-Coaching Supplemental	37-38
	Food Allowance	38
Article XXVIII	Disciplinary Proceedings	38
Article XXIX	Duration.....	39
Appendix A	Grievance Form.....	40
Appendix B	Declination of Health Insurance	41
Appendix C	Salary Schedules	42-48
Appendix D	Stipends.....	49-57

ARTICLE I RECOGNITION

- A. The Beacon Board of Education, having determined that the Beacon Teachers' Association, NYSUT, AFT/NEA (BTA or Association), supported by a majority of the teachers in a unit composed of all full-time and part-time professional, certified personnel, hereby recognizes the Beacon Teachers' Association as the exclusive negotiating agent for all teachers in such unit. The unit shall also consist of all school counselors, school psychologists, social workers, occupational therapists, full-time speech language therapists and long-term Substitutes. Part-time shall mean appointed as .5, but less than 1.0 FTE. A long-term substitute is defined as a substitute serving in the same assignment at least six (6) weeks long and shall be placed on Step 1 of the MA or BA schedule, whichever applies, starting at the seventh week in the same assignment. Substitute teachers other than long-term substitutes, shall not be considered as part of this unit.
- B. The Board agrees not to negotiate with any other teacher organization other than the Association for the duration of this Agreement.
- C. Hereinafter the term "teacher" shall include all personnel listed in the bargaining unit, and "administration" refers to all supervising personnel not included in the bargaining unit. Teachers on Special Assignment shall remain members of the BTA during the period of such assignment.

ARTICLE II SECTION 204-A TAYLOR LAW

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 of providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE III SCOPE OF AGREEMENT

- A. This Agreement shall constitute the full and complete agreement between both parties and may be altered only by mutual consent of both parties in a written and signed amendment to this Agreement. With respect to matters not covered by this agreement, the Board of Education will not diminish any terms and conditions of employment provided by law, rule, contract, and regulations for unit members. The Employer shall establish all terms and conditions of employment for the unit members of the negotiating unit to the extent that they are not provided for in the negotiated agreement. Before implementing any change in terms or conditions of employment, the Board will negotiate the impact of any, change that substantially alters any terms or conditions of employment. Nothing herein shall be construed to mean that the Association negotiating this agreement is required to furnish counsel or assistance to any individual unit member who has filed a personal grievance in the administration or prosecution of such grievance, nor shall any negotiated agreement

require that any such unit member be represented by counsel or that they accept assistance from the Association.

- B. This Agreement shall supersede any rules, regulations, prior agreements or past practice which shall be contrary to, or inconsistent with, its terms.
- C. Any arrangements with an individual teacher shall be consistent with the terms of this agreement.
- D. If any provision of this Agreement shall be found contrary to law, then such provisions or application shall not be deemed valid except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- E. Copies of this Agreement shall be printed at the expense of the Board of Education and given to all teachers now employed, or hereafter employed, by the Board as soon as possible after its execution or that employment, if it occurs later. Twenty-five (25) copies shall be given to the Beacon Teachers' Association. Additionally, an electronic copy of this Agreement shall be sent to the BTA President.

ARTICLE IV DUES DEDUCTION

- A. The District agrees to deduct dues for the Beacon Teachers' Association and its affiliates from the salaries of teachers who shall so authorize in writing. The Board shall deduct from the wages of all teachers who so authorize and direct the Board to do so in writing, and remit to the BTA, contributions to VOTE/COPE.
- B. **Authorization**
 - 1. A teacher wishing to authorize such dues deduction shall submit written authorization to the Business Office no later than September 15 of each year.
 - 2. Unit members wishing to withdraw from dues deduction may do so by requesting such in writing.
- C. **Procedure**
 - 1. All such authorized dues deduction and all voluntary deductions shall be made in twenty (20) equal installments beginning with the second pay period.
 - 2. In order to determine the deductions, the Association shall certify to the District, in writing, prior to September 15th of each year, the current rate of membership dues.
 - 3. The Association will give the District thirty (30) days' notice of any change in rate of membership dues.

- D. The District agrees that it will not accord dues deductions or similar check off rights to any other teachers' organization.

ARTICLE V GRIEVANCE PROCEDURE

SECTION I - Declaration of Basic Principle

- A. The function of the grievance procedure is to assure compliance with the terms and conditions of employment as set forth in this Agreement. It is not to change the terms of the Agreement.
- B. Every unit member shall have the right to present his/her grievance, in accordance with the procedures provided below, free from interference, coercion, restraint or reprisal and shall have the right to be accompanied by a spokesman, representative, or counsel of his/her own choosing at all stages of the grievance procedure.
- C. There shall be no discrimination against any unit member because he/she has presented a grievance under this procedure. Nor shall there be any discrimination against any unit member because he/she has given testimony or information in any hearing or conference relating to any matter presented or arising under this procedure.

SECTION II – Definitions

- A. "Unit member"- shall mean any person in the negotiating unit filing a grievance.
- B. "Grievance"- shall mean a complaint by a grievant of an alleged violation of this agreement.
- C. "Grievant"- shall mean (1) any teacher or group of teachers, (2) the Association as an agent for the teacher or group of teachers who must be so identified by the Association as the clients for whom they are acting as agents, and (3) the Association when the grievance concerns Article XIX (Association Rights).
- D. "Unit"- for the purpose of "Grievance Procedures" the unit hereunder shall consist of the groups of unit members assigned to each individual building.
- E. "Unit Head"- shall mean the Building Principal, assistant principal, immediate supervisor or other administrative or supervisory officers responsible for the area in which an alleged grievance arises, except for the Superintendent.
- F. "Days"- shall mean work days, unless otherwise indicated as calendar days.
- G. "Chief Officer"- shall mean the Superintendent of Schools.
- H. "Association"- shall mean Beacon Teachers' Association.

SECTION III - The Procedure

A. Introduction:

1. It shall be understood that matters discussed with the Unit Head in the normal operation of the department, or in a pre-grievance meeting, are not to be considered as the initiation of the grievance procedure. An effort shall be made to solve the problem through informal discussion with the Unit Head prior to initiating a First Stage Grievance. Form 123A, a copy of which is attached to this agreement as Appendix A, shall be used to incorporate all grievances.
2. It shall be understood that time limits on a grievance may be diminished upon agreement of both parties in order to proceed expeditiously.
3. Article XV.B grievances, dealing with teacher assignments, must be filed at Stage 3 by the Beacon Teachers' Association within twenty (20) calendar days after the grievant(s) knew or should have known of the alleged violation or else the grievance shall be waived. In the event that the grievance is not resolved at the Stage 3 proceedings, the Beacon Teachers' Association may thereafter file the expedited arbitration pursuant to the voluntary labor arbitration rules of the American Arbitration Association.

B. "First Stage":

1. A unit member who claims to have a grievance shall present his/her grievance in writing to his/her Unit Head on GRIEVANCE FORM 123A, a copy of which is attached to this Agreement as Appendix A. Unless such grievance is initiated within thirty (30) days after the occurrence of the act which is the basis of the grievance, it shall be deemed waived and shall not be entertained by the Unit Head.
2. The Unit Head shall discuss the grievance with the unit member and render an immediate decision or make such investigation as he/she deems appropriate and consult with his/her superiors to such extent as he/she deems appropriate all on an informal basis and render a deferred decision.
3. A deferred decision shall be rendered within five (5) days.

C. "Second Stage":

1. If a unit member presenting a grievance is not satisfied with the decision made by his/her Unit Head, he/she may, within five (5) days thereafter, request a review and determination of his/her grievance by the Superintendent of Schools. Such request shall contain a statement of the specific nature of the grievance and the facts relating to it. Such request shall be served upon both the Superintendent and the Unit Head

to whom the grievance was originally presented. Thereupon, and within five (5) days after receiving such request, the Unit Head shall submit to the Superintendent a written statement or his/her information concerning the specific nature of the grievance and the facts related to it.

2. The Superintendent, or his/her designee may, at the request of the unit member, hold an informal hearing within five (5) days after receiving the written request and statement from the unit member. The unit member shall appear at the hearing and present oral or written statements or arguments.
3. The Superintendent shall consider the oral and written statements submitted by the unit member and Unit Head and make such investigations as he/she deems appropriate, including informal discussion of the grievance with the unit member.
4. Within five (5) days after the close of the hearing or within five (5) days after the grievance has been submitted to him/her if there be no hearings, the Superintendent, or his/her designee, shall make his/her decision in writing and communicate the same to the unit member and his/her representative presenting the grievance and to the Unit Head.
5. Grievances under Article XIX (Association Rights) shall be initiated at the Second Stage.

D. **“Third Stage”:**

1. The Unit Member(s) and/or the Association may appeal the decision of the Superintendent or his/her designee within five (5) days after the notice of such decision. The appeal shall be made by submitting to the Board of Education a written statement.
2. The Board of Education shall hear the presentation of the grievance by the Unit Member(s) and/or Association at its meeting following receipt of the appeal but no later than fifteen (15) days thereafter. At such presentation, the Board members shall ask questions they have of the grievance presenter(s) in order to render an informed response.
3. The Board of Education shall render its decision in writing to the Association and unit member (if applicable) within five (5) days after the grievance presentation, stating its findings of fact, conclusions, and advisory recommendations.

E. **“Fourth Stage”:**

1. If the Association desires to appeal the decision of the Board of Education and determines that the grievance is meritorious and that appealing it is in the best interest of the school system, the grievance may be submitted to arbitration by the Association by serving notice upon the Superintendent within ten (10) days of receipt

of the decision of the Board of Education.

2. The Association shall make written demand to the American Arbitration Association for the services of an arbitrator, under the Voluntary Labor Arbitration Rules unless the parties otherwise agree upon a third party.
3. The arbitrator's decision shall be final and binding on all parties. The costs for the arbitration shall be borne equally by the District and the Association.
4. The arbitrator shall limit his/her decisions strictly to the application and the interpretation of the provisions of this agreement and shall be without power or authority to make any decision or require any act contrary to or inconsistent with or modifying or varying in any way the terms of this agreement of applicable law or rules or regulations of the force and effect of law.
5. Unless otherwise indicated, the arbitrator's decision shall be implemented within ten (10) days of receipt, unless when new personnel must be hired.
6. No transcript or tape recording of an arbitration hearing shall be kept, except upon mutual consent of the parties. If a transcript or tape recording is kept, each party shall pay half the cost of preparing it. This shall not apply to tape recordings or transcripts kept by the arbitrator. Each party shall bear the cost of preparing its own case.
7. The arbitrator's decision and award shall be issued within thirty (30) calendar days after the hearing is closed by the arbitrator.

SECTION IV – Miscellaneous

A. Waiver or extension of time; time for discussions and hearings:

1. The time limitations for presentations and resolution of grievances as stated in the procedure may be waived or extended by mutual agreement of the parties involved.
2. All discussions and hearings between a unit member, the Superintendent or his/her designee and representative(s) of the Board of Education shall be conducted at a time set by the Superintendent.
3. Should the Unit Head at Stage One or the Superintendent/designee at Stage Two fail to respond in a timely manner to the Association, at its sole discretion, may proceed directly to the Arbitration Stage.

B. Grievance Procedure Timelines:

Stage	Time Frame to File	Meeting/Hearing	Time Frame for Decision
First Stage	Present grievance in writing to Unit Head within thirty (30) days after the occurrence of the act which is the basis of the grievance.	Unit Head shall discuss grievance with Grievant.	Unit Head shall render decision within five (5) days of meeting with Grievant.
Second Stage	May appeal Unit Head's decision to Superintendent within five (5) days of receipt of First Stage decision.	At the request of the Grievant, the Superintendent or his/her designee will hold a meeting within five (5) days of receipt of the appeal.	Within five (5) days after the meeting, the Superintendent shall make his/her decision in writing.
Third Stage	May appeal Superintendent's decision to the Board of Education within five (5) days of receipt of Second Stage decision.	The Grievant will present the grievance at the next Board meeting, but no later than fifteen (15) days after appealing to the Third Stage (unless otherwise agreed).	Board of Education shall render its decision within five (5) days after the grievance presentation.
Fourth Stage - Arbitration	Association may submit grievance to arbitration by serving notice upon the Superintendent within ten (10) days of receipt of the Board of Education's decision.	N/A	N/A

**ARTICLE VI
TEACHERS' FACILITIES**

- A. It is the intention of the Board of Education to continue its efforts to establish a close working relationship between the Board, Administration and the Association to promote more effective planning and utilization of available facilities.
- B. **Teacher Input**
1. The Board and the Administration recognize the need for obtaining from the staff, through frequent personal contacts and conferences, suggestions concerning needs by which school facilities can be improved.

2. A teacher may submit requests at any time for repair and/or correction of any dangerous situation(s). The request shall be in writing to the administration.
- C. Teachers recognize and accept their responsibility for carefully preparing and submitting to the Administration, reasonable requests for repair and improvement of education facilities.
- D. **Accommodations**
1. An effort will be made during the scheduling process to reduce, as much as possible the need for teachers to travel from one classroom to another particularly in grades 6-12.
 2. Where possible, a room with adequate space, heating, lighting and equipment will be provided in each school for teachers to eat a relaxed lunch. In addition, the District shall, where possible, provide an adequately heated, lighted, ventilated and furnished work area containing adequate equipment and supplies to aid in the preparation of instructional materials. Each teacher shall have a specific desk and file cabinet assigned to him/her for conducting District business.
 3. Separate, adequate lighted, heated, supplied, ventilated and clean teachers' rest rooms shall be maintained in each building.

ARTICLE VII CLASS SIZE

- A. The Board of Education, the Administration and the staff all recognize the importance of reduction of large class size averages. Therefore, the Board of Education agrees to give budget priority to the recruitment of additional teachers to reduce district class size averages by building and grades, wherever such averages exceed twenty-five (25).
- B. It should be understood that present practices concerning class size do not limit the Board or its unit members from developing potentially successful experimental programs such as team teaching, large and small group instruction, and individualized instruction.
- C. The Board of Education and the staff recognize the need for cooperative planning to develop organizational patterns and class size patterns which will provide optimal learning opportunities with the best possible utilization of staff.
- D. The measuring date for class size shall be October 1st of each school year. On that date the district shall determine the actual number of students in each class.
- E. In grades K-5, any teacher whose class size reaches thirty (30) or more may request and receive a Teaching Assistant. Such request shall be submitted in writing to the Building

Principal, who shall make that request known to the Superintendent of Schools. Teaching Assistants will be provided for up to six (6) hours per day, depending upon the recommendation of the Superintendent of Schools.

ARTICLE VIII TEACHERS' DAY

A. Work Day

1. The length of the work day for all teachers is seven (7) hours, including lunch. It is understood that variations in the times of operations may be necessary among various units of the school system.
 - a. Notwithstanding anything to the contrary in Article VIII.A.1 and 2 of this Agreement, the District may offer an A.M. Physical Education class immediately prior to the start of the normal High School work day. Each such A.M. Physical Education class shall be of the same length as a Physical Education class during the normal High School work day, shall not count as a teaching period within the meaning of Article VIII.B.1, and shall be compensated at the "Alternative Morning HS" rate set forth in Group Eight of the Appendix D Non-Coaching Stipends for each class taught.
 - b. Unit members may be assigned to participate in the supervision of students participating in the A.M. Physical Education class either before or after such class, but not more than a total of sixty (60) minutes per day, inclusive of class time.
 - c. There shall be no additional compensation for any preparatory activities that may be associated with the A.M. Physical Education class that may be offered by the District, and shall be posted in each semester that it is offered. Unit members volunteering to teach the A.M. Physical Education class shall be obligated to continue to teach such class until the end of the semester for which they are appointed unless excused by the Superintendent of Schools.
2. **Starting and Ending Times**
 - a. Teachers shall not be required to be in attendance in the building for a period longer than ten (10) minutes before the official start of the school day.
 - b. Teachers shall not be required to be in attendance in the building for a period longer than ten (10) minutes after the school day ends except for the professional commitments set forth in this article.
 - c. However, on days before holidays and Fridays, said teachers shall be permitted to leave five (5) minutes after the school days ends.

3. Duties

It is further recognized that, in addition to regular instructional duties, all teachers will be available for specific duties as may be assigned by the Building Principals, including supervisory duties as follows:

- a. At the secondary level, supervisory duties may include cafeteria duty, hall duty, attendance duty, time out room, in-school suspension and study hall. In addition, teachers may be assigned to a homeroom. The parties recognize that, although study halls are not “instructional” periods, unit members assigned to study halls shall, to the extent reasonably possible, assist students who may seek such assistance during the study hall. Nothing herein shall require a unit member assigned to a study hall to prepare lesson plans, deliver formal lessons or assign grades to students attending study halls. Unit members who do not wish to provide such assistance to students during study halls may request that they be assigned to an alternative duty and the Building Principal shall attempt to accommodate such request.
- b. At the elementary level, supervisory duties may include bus duty, hall duty and supervisory duty at entry and dismissal.
- c. Guidance counselors, speech language therapists, psychologists, school social workers, occupational therapists and secondary librarians shall perform their daily preparatory work during the normal work hours and not in a block of time. Unit members working in such positions shall not be assigned to a daily supervisory duty assignment.
- d. In addition to the regular thirty-five (35) hour work week, each unit member will be required to spend an additional sixty (60) minutes either in one (1) sixty (60) minute block or two (2) thirty (30) minute blocks each week performing one (1) or more of the following activities:
 1. Student tutorial/helping students. Unit members will not be assigned students and will not be required to develop lesson plans;
 2. Conferring with parents;
 3. Conferring with administration;
 4. Conferring with other teachers;
 5. Additional preparation time;
 6. Attending Committee on Special Education
 7. Any other educationally related activities.

The additional period(s) of time shall be offered before or after the school day on Tuesdays, Wednesdays or Thursdays.

Unit members shall furnish their Building Principal with their proposed schedule not less than one (1) week in advance. The proposed schedule must be approved by the unit member’s Building Principal. Such approval will not be unreasonably denied.

4. **Additional Responsibilities**

Special education teachers who have primary IEP writing responsibility shall be granted release time for the purpose of such IEP writing as set forth below. The release time must be approved in advance by the Building Principal. During such release time, the special education teacher must be physically present in the school building and must be working on IEPs. Those with five (5) or fewer IEPs shall be provided one-half (1/2) day. Those with six to ten (6-10) IEPs shall be provided one (1) full day. Those with eleven (11) or more IEPs shall be provided two (2) full days. Additional release time may be granted by the Assistant Superintendent upon the joint recommendation of the Building Principal and the Director of Pupil Personnel Services.

5. All teachers will be provided with a duty-free lunch period of at least forty (40) minutes each day. On school days involving delayed openings or early dismissal of teachers, all such teachers will be provided with a duty-free lunch period of at least thirty (30) minutes per day.

B. **Scheduling**

1. Effective July 1, 2021, teachers in grades 6-12 will be assigned to no more than five (5) teaching periods per day. In addition, teachers will have one (1) full preparation period and one (1) full period of supervisory duty in an eight (8) period day. Teachers may volunteer for a regularly scheduled 6th teaching period a day. All such regularly scheduled teaching over the twenty-five (25) periods per week will be paid at the daily rate of 1/7 of Step 9 of the Masters salary schedule per day worked.
2. Short Term Emergency Substitute: A teacher in grades K-12 may volunteer (agree) to cover an unsupervised class during his/her preparation period, lunch period or duty period. In the event that a teacher agrees to give up a preparation and/or lunch period in order to substitute, the teacher will be compensated at the rate of \$30 for each preparation and/or lunch period. In the event that a teacher agrees to give up a duty period in order to substitute, the teacher will be compensated at the rate of \$25 for each duty period. Every attempt will be made to construct a schedule which will distribute the covering of unsupervised classes equally among the teachers volunteering.
3. In the event that a building is scheduled for a nine (9) period day, apart from assignments as described in Paragraphs "1" and "2" above, teachers may be assigned up to two (2) periods per week, to duties such as in-school suspension, coordinated planning for instruction, and administrative conferencing.

This provision is intended to apply to the period described in paragraph "1" above or a corresponding period of the High School day, but not to the period described in Article VIII.C.2.

The intent of the above paragraphs is to allow flexibility in scheduling and not to change existing staffing by distributing work to the remaining staff. All teachers, as part of their professional responsibilities, are encouraged to attend PTA meetings and other school functions. Teachers shall participate in up to four (4) evening activities in the school in which they are primarily employed, per school year, including activities such as annual open houses, parent-teacher conferences, etc., as directed by administration, provided that such programs do not take place on Friday, Saturday or Sunday. Nothing herein shall prevent teachers from participating in more than four (4) such evening activities on a voluntary basis.

C. Preparation Periods

1. All Elementary teachers will be provided with at least one (1) unassigned period per day. They will be provided with a total of five (5) unassigned periods for a total of 225 minutes per week. These unassigned periods shall be for the purpose of preparation.
2. In an eight (8) period day all Secondary teachers will be provided with one (1) unassigned period per day for the purpose of preparation.
3. Preparation may include not only individual work in preparing for classes, but may also include joint efforts in preparation and planning with other teachers and administration.
4. Teachers are expected to remain in the building during their preparation periods.

D. All teachers must sign in to the building and out of the building. The definition of “sign in/out” shall be the initialing of the sign in/out sheet.

E. Faculty meetings are an important vehicle for mutual discussion of problems and for the development of school plans, programs and policies. Therefore, the following guidelines will be utilized to assure that such meetings are beneficial and productive.

1. Faculty meetings should be carefully planned, limited in time, and frequently evaluated for productivity.
2. Faculty meetings should provide for two-way communication and discussion. To promote this goal, the agenda will be distributed at least twenty-four (24) hours prior to the meeting, absent exigent circumstances.
3. Attendance at faculty meetings should be limited to those persons directly concerned with the problems and items discussed. Building-wide or District-wide meetings should be called only when the agenda is of common concern to the entire staff.

4. Faculty meetings should not be called to present information or materials which can easily be handled by written directives or memoranda.
 5. Building-wide faculty meetings should generally not be held more than once per month. Additional building-wide faculty meetings will only be held in cases where there is a need for additional discussion of important building-wide problems.
 6. Faculty and/or committee meetings should generally be scheduled on Monday afternoons, absent exigent circumstances. The parties recognize that, on occasion, the Building Principal or Superintendent of Schools may call special faculty and/or committee meetings on other days and times.
 7. Faculty meetings may extend the teachers' day beyond the seven (7) hour day.
- F. All K-5 teachers will have the last two (2) afternoons, or six (6) hours prior to the last day of school without students for the purpose of record keeping, storage, clerical, inventory, and other housekeeping responsibilities, on the condition that the Commissioners Regulations, Section 175.5 are not violated.

ARTICLE IX STUDENT TEACHERS

- A. The Association recognizes its professional responsibility to cooperate in the training of future teachers in order to assure that student teachers receive quality training.
- B. A teacher may, with administrative approval, accept a student teacher or a student involved in a field project on a voluntary basis. "Student" shall be defined as an individual currently enrolled in a recognized institution of higher learning.
- C. Cooperating teachers may accept any remuneration or free course arrangement offered by the students' training institution.

ARTICLE X SCHOOL CALENDAR

- A. Association representatives will confer with the Superintendent or his/her designee before school calendars are adopted.
- B. All teachers shall have all school holidays and school vacations as noted in the school calendar between the first day of instruction in September and the last official day of instruction in June.
- C. The school calendar shall be adopted on or before May 30th.

- D. Effective July 1, 2022, the District shall establish a calendar consisting of 187 days. Unit members shall work a minimum of 182 work days and a maximum of 184 work days. Set forth below is the schedule for the return of unused snow days.

Teacher Work Year With:

0 snow days: 184 (3 days returned to calendar)
1 snow days: 184 (2 days returned to calendar)
2 snow days: 184 (1 day returned to calendar)
3 snow days: 183 (1 day returned to calendar)
4 snow days: 182 (1 day returned to calendar)
5 snow days: 182 (0 day returned to calendar)
6 or more snow days: 182 (additional days added to calendar as needed)

The Superintendent of Schools and the BTA President shall meet to determine when unused snow days, if any, shall be returned to the calendar. If no agreement is reached, the Superintendent's decision shall be final as to when such unused days will be returned.

ARTICLE XI TEACHER INVOLVEMENT

- A. Each school shall have a Building Advisory Committee. The Building Principal shall be the chairperson of the Committee. The Building Advisory Committee shall meet monthly, and such meeting shall take place after the school day. The Building Representative(s) and the Building Principal will meet during the first week of September and mutually agree upon members of the Committee and monthly meeting dates. Prior to each meeting, the Building Principal and Building Representative(s) shall establish the agenda. Schedule changes will be by mutual consent of the Building Principal and the Building Representative(s).
- B. At the beginning of the school year, the appropriate Building Principal shall post a list of proposed committees. The Association shall submit to the appropriate Building Principal a list of teachers that it recommends for service on all committees. At least half of the membership of committees organized shall be selected from the Beacon Teachers' Association list.
- C. Written minutes shall be maintained of all committee meetings and shall be made available, upon request, to the Association President and the Superintendent of Schools.
- D. A District Advisory Committee shall be established each year. The membership shall consist of the Superintendent, who shall be its chairperson, Building Principals, the BTA President, and a teacher from each building. This committee shall meet at mutually agreeable times, but not less than (2) times per school year. The agenda for each meeting shall be established by the Superintendent and BTA President.

- E. At least once each semester a meeting of the BTA Representative Assembly and a committee of the Board of Education may be requested by either the President of the Board of Education or the Beacon Teachers' Association President. All invitations for such meetings will be submitted to the Superintendent of Schools, and the Beacon Teachers' Association President.
- F. A curriculum committee comprised of coordinators, administration and teachers shall be established annually.

ARTICLE XII MISCELLANEOUS PROVISIONS

- A. The Board will continue to put in writing all of its policies, rules and regulations. An electronic copy of all new policies, rules and regulations will be made available to the Association President.
- B. There shall be no discrimination based upon age, race, color, religion, creed, national origin, ancestry, disability, sex or marital status.
- C. If the District establishes a "parent portal" or "electronic grade book", unit members will utilize it in accordance with guidelines established by the District in consultation with the Association President.

ARTICLE XIII OBSERVATIONS AND EVALUATIONS

- A. Mentor teachers will be assigned to all teachers new to the profession at the beginning of their first school year. Experienced teachers new to the District may be assigned a mentor teacher at the sole discretion of the Superintendent or his/her designee. Whenever possible, mentor assignments shall be made at least ten (10) calendar days prior to the opening of school but not later than thirty (30) calendar days after the commencement of such teacher's employment in the District.
- B. All teachers shall be observed a minimum of two (2) times each school year. First year teachers will be observed not later than two (2) months after the commencement of their employment. Each such observation shall be long enough to provide fair and adequate observation of the teacher's performance, not to exceed one (1) teaching period. A written assessment of each observation shall thereafter be placed in the teacher's personnel file.

ARTICLE XIV TEACHER ASSIGNMENTS

- A. As soon as possible after the Building Principal has made tentative assignments for all unit members for the coming school year, teachers will be notified of these tentative assignments. This will be done on or before June 15th of each calendar year. It is understood, however, that these tentative assignments may be changed as enrollments, programs and

personnel are changed. Teachers should be notified as soon as possible of changes in their assignments in order to provide for adequate planning prior to the opening of school.

- B. It is recognized by the Board of Education and the Association that assignments of teachers to building, classes, and grade levels are made in order to provide the best educational and instructional program for the students. Teachers should be consulted and advised prior to a change in assignment. Absent exigent circumstances, the teacher whose assignment is being changed will be offered an individual meeting with a Building Principal prior to the change in assignment for the purpose of conducting such consultation and advisement. All eligible candidates for openings or reassignments will be considered. In the event that there are more eligible candidates than positions, seniority will be considered, as well as competency.

ARTICLE XV VACANCIES/PROMOTIONS

- A. A vacancy is defined as any unencumbered position, to include supplemental positions defined in Article XXVII and coordinators as listed in Article XXII.
- B. All vacancies shall be advertised to the staff by sending an electronic notice of such vacancy to the Association President and maintaining a copy of the notice in a binder at the building(s) at which such vacancy exists. If such vacancy occurs during the summer months, advertisement shall take place by sending an electronic copy of the notice to the Association President.
- C.
 - 1. If the vacancy occurs within the school year, the position will not be filled (except on a temporary basis) until seven (7) days after the date of posting to allow time for applications from the staff, but will be filled within thirty (30) days. If the vacancy occurs during the summer months, the position shall not be filled until fourteen (14) days after notification is sent to the staff by e-mail (understanding that this is a good faith attempt to reach all unit members in the most expeditious manner possible), except where such provision prevents filling a vacancy by the opening of school. In this case, consultation with the BTA President shall take place prior to the appointment. Any alleged violation of Article XV.C.1 shall not be subject to the grievance procedure.
 - 2. The District will select applicants for vacancies and transfer requests on the basis of qualifications, training, performance and attendance. In the event that all such factors are relatively equal, as determined by the administration, seniority will be the determining factor.
- D. The President of the Association shall be notified when the Board of Education has changed qualifications of an assignment before its advertising for the changed assignment.

ARTICLE XVI TEACHERS FILE

- A. No material will be added to a teacher's personnel file until the teacher has had a chance to review it. The teacher shall receive a copy of said material and will acknowledge that he/she has had the opportunity to review the material by affixing his/her signature to the copy to be filed. If not initialed within ten (10) working days, the material will be placed in the personnel file. The teacher will have an opportunity to make a written response to the material, which will be added to that file.
- B. Every teacher will have the right to review the contents of his/her personnel file, except for any confidential pre-employment material and to make copies of the materials therein.

ARTICLE XVII TEACHER PROTECTION

- A. Whenever a teacher is absent from his/her duties as a result of personal injury caused by an accident or an assault occurring in the course of his/her employment and he/she receives Workers' Compensation payments for such absence, he/she will be paid his/her full salary during this absence from his/her employment up to a period of three (3) months, less the amount of any Workers' Compensation award made for temporary disability due to said injury and no part of such absence will be charged to his/her annual or accumulated sick leave.
 - 1. Teachers will immediately report to their Building Principal or immediate supervisor in writing all cases of assault sustained by them in connection with their employment. All reports will be promptly forwarded to the Superintendent.
- B. **District Coverage of Teachers**
 - 1. The School District will reimburse teachers for costs of replacing or repairing dentures, eye glasses, hearing aids clothing or similar bodily appurtenances not covered by Workers' Compensation when such appurtenances are damaged, destroyed, or lost as a result of injury, assault, or accident directly related to the teacher's employment and not under his/her direct control and/or not as a result of his/her negligence.

2. The Board is willing to provide insurance coverage for personal items brought into school by teachers to use to accent their program. However, the following guidelines and procedures must be followed:
 - a. Building Principal approval.
 - b. Inventoried, with the Building Principal, in and out of the building.
 - c. Maximum coverage of \$1000, with a \$100 deductible.
 - d. There must be a first refusal by all other insurance companies.

ARTICLE XVIII ASSOCIATION RIGHTS

- A. The Association will have the right to place notices, circulars and other material in teachers' mailboxes. A copy will be given to the Building Principal and the Superintendent of Schools.
- B. Bulletin board space will be provided in the faculty lounge(s) of each school building for the exclusive use of the Association for displaying notices, circulars and other Association materials. Such materials may not be posted anywhere else.
- C. The Association will be granted use of school buildings within the regular policy of the Board of Education. Such use will not be unreasonably denied, but an Association representative must advise the appropriate Building Principal of such contemplated use at least one (1) day in advance.
- D. The President of the Association will be provided with an electronic copy of minutes of official board meetings when such minutes are distributed to the members of the Board of Education. An electronic copy of the official agenda of Board Meetings will be provided to the President of the Association when such agenda is distributed to members of the Board of Education.
- E. Effective with the 2021-2022 school year, if the Association President is a Middle School or High School teacher, he/she shall be assigned to three (3) teaching periods per day. The three (3) teaching periods per day shall be grouped when possible, however the grouping of teaching periods shall not be subject to arbitration pursuant to Article V (Grievance Procedure), Section IV. The fourth and fifth teaching periods (and duty period) shall be considered union release time.

- F. The Board of Education will provide individual leave for a maximum of four (4) BTA voting delegates to attend the Representative Assembly meeting for the duration of the convention to a maximum of two (2) school days per delegate.
- G. Six (6) times each school year (on such days when Association general meetings have been scheduled) teachers will be allowed to leave when students are dismissed.
- H. The Board of Education shall provide to the Association two (2) additional individual days not to be charged to any individual's personal days for the purpose of Association business providing that the days off do not adversely affect the educational program. Such days shall not be unreasonably denied. The cost of substitutes will be borne by the BTA. Any additional days must come from the teacher's individual leave.
- I. Unused Association days will accumulate to five (5).
- J. The Association President shall be exempt from homeroom and supervisory assignments. Whenever possible, elected Association officials shall be exempt from homeroom duties and supervisory assignments. It should also be understood that the aforementioned may use this time to conduct Association business. In the case of elementary teachers, whenever possible, preparation periods and lunch periods will be scheduled contiguously.
 - 1. Whenever representatives of the Association receive permission from both the BTA and the Board to participate during working hours in conferences, meetings or in negotiations, they shall suffer no loss of pay.
 - 2. Any unit member who is employed or elected to a position in the NYSUT/AFT/NEA will be granted a leave of absence without pay or benefits for a period of time up to two (2) years. Upon return to the district, such unit member will be placed in a position either the same or comparable to that held prior to such leave. No more than one (1) unit member will be on this leave during any given school year.
- K. The District will furnish an updated staffing list by October 1st of each year to the Association President. This shall include name, position, date of employment, health plan, individual or family coverage, health insurance buyout, dental participation, salary and accumulated leave.

ARTICLE XIX

UNIT MEMBER DEVELOPMENT & TRAINING

- A. The Board agrees to develop in-service courses for teachers. These courses may take the form of refresher courses, skills training workshops, etc., as may be appropriate. The BTA shall have input into these offerings through the District Professional Development Committee (PDC).

B. **In-service programs** shall be of three types:

1. Programs **within the regular school day**. Attendance at such programs may, at the discretion of the Superintendent, be mandatory, and shall be without additional pay.
2. Programs **outside the regular school day**. Attendance at such programs shall be voluntary. Participating teachers shall be compensated at the minimum hourly rate of \$32 effective July 1, 2021, \$34 effective July 1, 2022, and \$36 effective July 1, 2023. In order for such in-service hours to be payable under this article, they must be approved in advance by the Superintendent or his/her designee.
3. Programs **during the summer**. Attendance at such programs shall be voluntary. Participating teachers shall be compensated at the minimum hourly rate of \$40 effective July 1, 2021, \$45 effective July 1, 2022, and \$50 effective July 1, 2023.

C. The District will expend a minimum of \$25,000 for unit members for in-service activities, curriculum writing, and conferences. The PDC and curriculum committees may make advisory recommendations to the Superintendent of Schools as to which in-service activities, curriculum writing, and conferences shall be offered.

D. **In-service presentations:**

1. Effective July 1, 2021, teachers providing in-service education presentations **during the school day** will receive extra compensation of \$50 per hour, up to a maximum of \$300 per day. Teachers providing in-service education presentations shall not receive compensation for preparation work.
2. Teachers conducting in-service education presentations may only do so after receipt of written approval to conduct a presentation by his/her Building Principal.
3. Effective July 1, 2021, teachers providing in-service education presentation **outside of the school day** will receive extra compensation of \$50 per hour. Teachers providing in-service education presentations shall not receive compensation for preparation work.
4. Teachers providing in-service education presentations **during the summer** will receive compensation of \$50 per hour effective July 1, 2021, \$55 per hour effective July 1, 2022; and \$60 per hour effective July 1, 2023. Teachers providing in-service education presentations shall not receive compensation for preparation work.

E. **Curriculum Writing**

Effective July 1, 2021, teachers who volunteer for and are selected to perform curriculum-writing activities, including during summer months, shall be compensated at the rate of \$45 per hour.

ARTICLE XX LEAVES

A. Personal Leave

1. Each teacher shall be allowed four (4) days of paid individual leave, without the need to supply a reason, for personal business during each school year. Except in emergencies, a teacher requesting such leave hereunder shall give his/her appropriate Building Principal the request in writing at least three (3) days in advance. Individual leave shall not be used to extend holiday or vacation periods.
2. Unused personal business leave shall accumulate as sick leave.

B. Sick Leave

1. During the first year of employment, members of the unit shall accumulate sick leave at the rate of 1/10 of the yearly allowance per school month.
2. Beginning with the second year of employment, unit members shall have their annual allotment of sick leave credited to their account by September 30.
3. Effective July 1, 2022, the annual allotments of sick leave shall be as follows:

First year of service	10 days per year
Second year of service	11 days per year
Third year of service	12 days per year
Fourth year of service	13 days per year
Fifth year of service	14 days per year
and thereafter	

4. All unused sick leave will be accumulated up to a total of 200 days, it being understood that unit members who have accumulated more than 200 sick days as of June 30, 2007 shall be permitted to accumulate up to 215 days. At the end of the first pay period in September, each teacher will be notified of his/her number of days of unused cumulative sick leave. On July 1 of each year, if a unit member has unused sick leave for the year, it will be added to that which has already been accumulated from prior years.

Unit members who have reached the maximum allowable accumulation of 215 or 200 sick leave days, as applicable, shall have the right to the following:

Effective July 1, 2021, if the unit member has ten (10) or more of that year's allotment of sick and personal leave days remaining at the end of the school year, the unit member will receive \$150 for each unused day to a maximum of ten (10) days (\$1,500).

If the unit member who has reached the maximum allowable accumulation of sick leave days has eleven (11) or more of that year's allotment of sick and personal leave days remaining at the end of the school year, the unit member will receive \$72 for each unused sick leave day from day 11 to day 19 for a maximum of \$648.

Effective July 1, 2022, the maximum number of unused sick leave days that may be cashed out shall be reduced to 18. Days 11 – 18 shall be paid at the rate of \$72 for each unused sick leave day for a maximum payout of \$576.

5. Any unit member taking a sick or personal leave day on a day that school closes early (e.g., inclement weather, etc.) or staff are sent home early (e.g., emergency go home drill, etc.) will be charged a full sick or personal leave day for such absence.
- C. A unit member's leave accrual shall be pro-rated for any portion of the school year that they are in an unpaid status or for school years in which such unit member was not employed by the District for the full school year.

D. Sick Leave Bank

1. The District shall maintain a sick leave bank. Any enrolled teacher who has served at least one (1) year in the Beacon City School District and who has exhausted his/her accumulated sick days may draw from the sick bank after five (5) consecutive school days of absence without pay. The maximum number of days that a teacher may withdraw from the sick bank leave during his/her career will be 120 days. Doctor certifications may be required as to the necessity of the absence
2. The District shall administer the sick bank.
3. The Board of Education will maintain, on a yearly basis, the sick bank based upon the following criteria:

AVERAGE TEACHER ABSENCE	DISTRICT CONTRIBUTION
greater than 5 days	0 days
5 days or less	50 days

4. New members of the bank may enroll in the sick bank by contributing one (1) sick day. This must be done prior to October 1st.
5. Whenever the sick leave bank has been exhausted, the BTA can re-solicit contributions of additional days from members of the bank. Only those teachers who re-contribute shall be members of the bank.

6. Members who utilized the sick leave bank shall repay the bank at the rate of five (5) days per year, beginning the September of their return to work. Such repayment shall continue until such time as the unit member has repaid 70% of the utilized days.
7. Upon completion of the repayment of the utilized sick leave days in accordance with Article XX.D.6, a member of the sick bank shall be eligible to withdraw the maximum number of days set forth in Article XX.D.1.
8. The District will notify the President of the BTA as to the status of the sick bank by November 15 of each year.

E. Family Sick Leave

In cases of emergency, unit members covered hereunder shall be entitled to absence chargeable to sick leave, when such absence is incurred on account of illness of a member of the unit member's immediate family residing in the household of the unit member at the time of illness. All such absences for family illness must be for good cause shown and taken only after obtaining approval of the responsible Building Principal which approval will not be unreasonably withheld. The definition of immediate family will also include parents, children, spouse and significant others who may have served in a parental role in the raising of said unit member.

F. Special Leave of Absence

1. A special leave of absence without pay may be granted by the Board, upon recommendation of the Superintendent, for a period of not less than one (1) semester, nor more than four (4) consecutive semesters. If the teacher commences leave after the start of a semester, the period from the date leave commences to the end of that semester shall count as "one (1) semester".
2. Such leave may be granted only to tenured teachers for reasons of education, family, or personal illness, or other emergency or extenuating circumstances; provided that no such leave shall be granted for the pursuit of employment elsewhere.
3. Applications for such leave shall be in writing to the Superintendent describing the reasons therefore. Except in emergencies, applications for such leave should be submitted at least sixty (60) days prior to the requested commencement date of the leave. Where practicable, the application should state the intended length of the leave.
4. If after commencing leave a teacher should request an extension of the originally granted leave, such request shall be submitted in writing at least sixty (60) days prior to the end of the semester for which the leave was originally granted. However, the Superintendent may waive this requirement in cases of emergency.

5. Notice of return must be given to the District in writing at least sixty (60) days prior to the close of the semester preceding return; failure to do so shall constitute a voluntary quit on the part of said unit member, whereupon his/her position shall be deemed vacant. Return to teaching must coincide with the beginning of a semester. If leave is for personal illness or disability, satisfactory proof of health must be submitted before return.

G. Bereavement Leave

All teachers shall be entitled to three (3) consecutive days absence from employment, with pay, not chargeable to sick leave, for a death in the family, i.e., parents, grandparents, children, step-children, brother, sister, spouse and in-laws. The employer may request the unit member to submit proof of death for the purpose of payment under this provision. If religious beliefs or geographic location require more than three (3) consecutive days following such death, such additional days shall be allowed and charged against individual leave.

H. Jury Duty

A teacher called for jury duty during the school year shall apply to be excused or to postpone such service until a time when school is not in session. A teacher required to serve jury duty on school days, notwithstanding such application, shall receive regular pay with no deductions for any monies received for jury service. When a teacher is “on-call” for jury duty and it would be practicable to teach prior to being called for jury service, the teacher shall be required to work until the time of such call.

I. Temporary Emergency Leave

The Superintendent may grant temporary emergency leave without pay in the cases which, in the judgment of the Superintendent, constitute emergencies based upon the facts of each individual case.

J. Child-Rearing Leave

1. Child-rearing leave requested on or after April 1, 2012 shall be granted to a unit member for a period of up to two (2) years in any five (5) year period, as set forth herein. All unit members are eligible for child-rearing leave without pay for a minimum of one (1) semester and maximum of four (4) semesters. If the unit member commences leave after the start of a semester, the period from the date leave commences to the end of that semester shall count as “one semester” except as set forth herein. Child rearing leave shall commence and run concurrently with any FMLA leave taken by a unit member, except that child rearing leave requested within twenty (20) working days from the end of a semester shall commence on the first day of the following semester, notwithstanding the commencement of the FMLA leave.

2. Child rearing leave may be granted in cases of either childbirth or adoption.
 - a. In cases of childbirth not involving unusual medical complications, the mother may take six (6) or eight (8) calendar weeks of contractual sick leave if she has available contractual sick leave. If the unit member is eligible for FMLA leave, such FMLA leave shall run concurrently with the contractual sick leave days.
 - b. If the unit member is eligible for FMLA leave, he/she may take the balance of such FMLA leave after exhausting their contractual sick leave under Article XX.J.2.a. However, in cases of “instructional unit members” within the meaning of the FMLA, the District may require such unit member to extend their unpaid leave until the end of the semester in accordance with District policy.
 - c. Child rearing leave, if taken, shall run concurrently with contractual leave days. If the unit member returns to work following the birth or adoption of a child, he/she will not be eligible to take child rearing leave relating to the birth or adoption of that child in the absence of exigent circumstances, as approved by the Superintendent of Schools or his/her designee.
3. Unit members requesting child rearing leave should give reasonable notice to the District prior to commencement of such leave. Except in emergencies, unit members shall give sixty (60) days written notice of the intended length and commencement date of such child rearing leave.
4. If after commencing leave a teacher should request an extension of the originally granted leave, such request shall be submitted in writing at least sixty (60) days prior to the end of the semester for which the leave was originally granted. However, the Superintendent may waive this requirement in cases of emergency.
5. Unit members may return from child rearing leave only at the beginning of the semester to minimize changes in teaching staff. Unit members shall notify the Superintendent in writing to confirm their return at least sixty (60) days to the end of the semester prior to their return.

K. Existing Practice Under Contractual Leaves

1. Time spent on unpaid leave shall not be counted for seniority, although such unit member will retain credit for the time served prior to taking the leave.
2. A unit member on leave shall not accumulate sick days during the period spent on leave. However, such unit member shall retain credit for sick leave accumulated prior to taking the leave.

3. During the time that a unit member is on an unpaid leave (except an unpaid FMLA leave), the District shall not pay the unit member's health insurance premiums. Unit members wishing to maintain health insurance coverage during leave should make arrangements with the Business Office to make such payments directly during leave of absence.
4. A unit member on an unpaid leave (except for an unpaid military leave) will not move forward on the salary schedule during the time spent on leave.

L. Rules Regarding Unauthorized Absences

1. Absences other than those described in this Contract or in excess of the number of days specifically allowed are unauthorized absences and will not be allowed with pay.
2. A deduction will be made for each day of non-payable absence at the rate of 1/200th of the teacher's contractual salary.
3. Such deduction will be made in the paycheck following the unauthorized absence.

**ARTICLE XXI
DISCIPLINE AND ATTENDANCE**

- A. A district-wide Code of Conduct will be maintained to provide a minimum set of standards enforceable K-12.

B. Parent Complaints

1. That the District shall notify teachers about any complaints it receives from students and/or parents concerning a teacher's conduct no later than five (5) full school days following the receipt of a complaint by the Superintendent of Schools. (Example: If the Superintendent receives the complaint on a Friday, he must notify the teacher of said complaint no later than the following Friday, assuming each non-weekend day in between is a school day). However, nothing herein shall require that the District notify a teacher within any specific timelines of serious allegations of misconduct that need to be investigated and which may lead to disciplinary charges against such teacher or as to which law enforcement authorities have requested against such notification on that basis that it would compromise a pending law enforcement investigation.
2. Such notice to the unit member shall include:
 - a. The specific nature of the complaint.

- b. The supporting facts and/or allegations raised by the complainant.
- c. Any other relevant information, known to date, necessary to afford the unit member an opportunity to reply to same.

ARTICLE XXII COORDINATORS

- A. Coordinators shall conduct periodic discussions with non-tenured teachers as time permits to provide assistance and constructive criticism directed at improvement of instruction.
- B. Coordinators will receive an additional unassigned preparation period for coordination.
- C. Every effort will be made to relieve department Coordinators of a first period assignment and/or homeroom.
- D. It will not be necessary for department Coordinators to file a claim form in order to receive the additional stipend established for these appointments.
- E. Appointment to the position of Coordinator shall be for the duration of the academic year.
- F. The duties of Coordinators shall include serving on a District-wide Curriculum Committee and assisting in the coordination of the curriculum within their department and school, as well as on an inter-school and District-wide basis.
- G. Effective February 1, 2022, Coordinators shall receive the following stipends:

Grade Level(s) and Areas	Stipend
Art K – 12	\$3,000
Music K – 12	\$3,000
P.E. K – 12	\$3,000
Math 6 – 8	\$3,000
Social Studies 6 – 8	\$3,000
Science 6 – 8	\$3,000
ELA 6 – 8	\$3,000
World Language	\$3,000
Four Elementary K – 5	\$3,000
Guidance 6 – 12	\$3,000
Library Media	\$3,000
Project Arts & Education	\$3,000
Spec. Ed. Elementary (2)	\$3,000
Special Ed (MS)	\$3,000

Grade Level(s) and Areas	Stipend
Special Education (High School)	\$3,000
Math 9 – 12	\$3,000
Science 9 – 12	\$3,000
Social Studies 9 – 12	\$3,000
ELA 9 – 12	\$3,000

Effective July 1, 2022, the Four Elementary K – 5 Coordinators shall be replaced with the following:

Kindergarten	\$3,000
1 st Grade	\$3,000
2 nd Grade	\$3,000
3 rd Grade	\$3,000
4 th Grade	\$3,000
5 th Grade	\$3,000

Effective November 1, 2022, all of the stipends for the Coordinator positions set forth above shall be increased to an annual stipend of \$3,300.

Effective November 1, 2023, all of the stipends for the Coordinator positions set forth above shall be increased to an annual stipend of \$3,600.

ARTICLE XXIII PUPIL PERSONNEL SERVICES

- A. Guidance Counselors will be employed on the same school year basis as teachers, provided current school year work is completed. Guidance Counselors may be requested to work for the succeeding school year after the last official day of the school calendar and before the first official school calendar day in September at the rate of 1/200 of the annual salary for each additional day, up to a maximum of twenty (20) days. All days worked during this period may be shared equally by all counselors.
- B. **School Psychologists and Summer CSE Meetings**
 - 1. School psychologists will be employed on the school calendar basis and can be required to work additional days after the last official day of the school calendar and before the first official school calendar day in September at the rate of 1/200 of the annual salary for each additional day.
 - 2. School psychologists may not be required to work more than twenty (20) days during the months of July and August without mutual consent of the Building Principal and himself/herself.

3. Unit members who are otherwise required to attend CSE meetings during the period between the last work day in June and the first work day in September shall be paid their per diem rate (1/200th of their annual salary for the school year in which such CSE meeting was held for a full day, or 1/7 of such per diem rate for each hour worked). Any such unit member attending a CSE meeting during this period shall submit a time sheet prepared by the District reflecting the number of hours worked, which shall include only the time spent in the District attending the CSE meeting and performing any authorized preparatory activities (e.g. review of evaluations) associated with such attendance.
 4. Unless otherwise provided in this Agreement, unit members who are assigned to perform duties during the summer months shall be compensated at the rate of 1/200 of their base annual salary, pro-rated for a seven (7) hour day. Such work must be approved in advance by the Superintendent of Schools of his designee at the Assistant Superintendent level.
- C. Should the District assign an appropriately qualified School Social Worker to provide clinical supervision to other School Social Workers for purposes of obtaining Medicaid reimbursement for psychological counseling services conducted by such School Social Workers, the supervising School Social Worker shall receive an annual stipend in the amount of \$3,000.
- D. **Guidance Counselors**
- Guidance Counselors on duty as part of the evening counseling program for parents, students, and adults will be paid at the regular hourly tutorial rate.
- E. Effective July 1, 2021, school psychologists who are appointed as CSE Chairpersons or CPSE Chairpersons shall be compensated at the rate of \$40 per CSE and CPSE meeting. Such school psychologists shall chair such CSE and/or Section 504 Team Meetings as he/she may be assigned by the Director of Pupil Personnel Services, the Building Principal or their designee and shall conduct such follow-up activities as may be necessary to properly arrange for the implementation of any recommendations made at such meeting(s).
- F. Effective July 1, 2021, unit members who maintain a New York State professional license in their respective field and provide services to Medicaid-eligible students shall receive an annual stipend of \$300.

**ARTICLE XXIV
ADDITIONAL BENEFITS**

A. IRC Section 125 Plan Flexible Spending Account

The District shall maintain a comprehensive IRC Section 125 Plan flexible spending account. Eligibility to participate in such IRC Section 125 Plan flexible spending account shall be limited to permanent unit members serving in positions of .5 FTE or greater.

B. State Health Plan

1. Effective February 1, 2022, the unit member contribution shall be 17.5%. Effective November 1, 2022, the unit member contribution rate shall be 18%. Effective November 1, 2023, the unit member contribution rate shall be 18.5%.
2. If a unit member is able to be covered under another health insurance plan, the unit member can waive coverage in the District's Plan and in return receive an annual payment of \$1500 for each year in which coverage is waived. Re-entry into the insurance program shall be governed by the requirements of the plan.

By March 30 of each year the unit member shall notify the employer in writing of his/her intention to participate in the insurance savings program or of the intention to re-enter the District's program. (See Appendix B)

If the unit member decides to waive coverage and be paid for the buy-out he/she will receive one-half of the amount in the first paycheck of December and the remainder at the end of June.

In the event a unit member and spouse are employed by the Beacon City School District, only one may carry a family health plan. The spouse who does not carry the insurance shall receive the health insurance buyout.

3. A unit member who returns to the District coverage during a year in which coverage was waived shall be responsible to return the pro-rata monthly amount for each month of the year the unit member is covered by the District's plan.
4. Active teachers who retire will continue to receive health insurance premium coverage for themselves and their families at the percentage rate that is in existence at the time of their retirement. Unit members who retire on or after 7/1/11 shall be entitled to retiree health insurance only if they have worked ten consecutive years as a member of the Association immediately preceding their retirement for purposes of receiving benefits in the New York State Teachers' Retirement System or the New York State Employees' Retirement System. For purposes of this provision, District-approved unpaid leave shall toll the ten year vesting period and shall extend such vesting period on a day for day basis.

5. The parties shall establish a joint committee to explore ways in which the District can obtain savings on health insurance costs while continuing to provide quality health insurance to unit members. The information collected by this joint committee shall be considered by the parties in the next round of bargaining.

C. Mileage

Teachers who travel between school buildings on school business using their own vehicles will be compensated at the prevailing IRS allowance.

D. Retirement- Credit for Accumulated Sick Leave

1. A teacher retiring with twenty (20) years or more of regular teaching service in the Beacon School District shall receive payment based on 1/200th of the teaching salary earned by the retiree in the final teaching year based on the days and values below at the time of retirement, based on a maximum accumulation of sick and personal leave as detailed in Contract Article XX.B.4.

<u>Day #</u>	<u>Value (per day)</u>
1 to 50	.1 of daily salary
51 to 100	.2 of daily salary
101 to 150	.3 of daily salary
151 to 200	.4 of daily salary
*201 to 215	.5 of daily salary

*= unit members who accumulated more than 200 days prior to 6/30/2007 are permitted to accumulate up to 215 days (see Article XX.B.4)

2. In order to avail themselves of this benefit, teachers must give written notice to the Board of Education and Superintendent of intent to retire by May 1 of the school year preceding the school year at the end of which they intend to retire and teachers must retire at the end of a semester.

E. Early Retirement

A retirement incentive shall be offered to a unit member who has completed twenty (20) years of service with the Beacon City School District and who retires from the Beacon City School District in either: (a) his/her first year of eligibility to retire with the New York State Teachers' Retirement System without penalty; or (b) the year following his/her first year of eligibility to retire with the New York State Teachers' Retirement System without penalty.

1. Eligible unit members who submit an irrevocable letter of resignation for retirement purposes by June 30th three school years in advance of their effective retirement date shall receive a payment of \$5,000 in each year preceding the effective retirement

date. Effective July 1, 2018, the payment shall be increased to \$5,100. Effective July 1, 2019, the payment shall be increased to \$5,200. Effective July 1, 2020, the payment shall be increased to \$5,300.

2. Eligible unit members who submit an irrevocable letter of resignation for retirement purposes by June 30th two school years in advance of their effective retirement date shall receive a payment of \$5,000 in each year preceding the effective retirement date. Effective July 1, 2018, the payment shall be increased to \$5,100. Effective July 1, 2019, the payment shall be increased to \$5,200. Effective July 1, 2020, the payment shall be increased to \$5,300.
3. Eligible unit members who submit an irrevocable letter of resignation for retirement purposes by June 30th one school year in advance of their effective retirement date shall receive a payment of \$5,000 in the year preceding the effective retirement date. Effective July 1, 2018, the payment shall be increased to \$5,100. Effective July 1, 2019, the payment shall be increased to \$5,200. Effective July 1, 2020, the payment shall be increased to \$5,300.

F. Benefit Trust Plan

Effective July 1, 2021, the District shall make an annual payment of \$750 per bargaining unit member on the payroll as of October 1st to a Benefit Trust Plan established by the Union. The District's contribution shall increase to \$900 per bargaining unit member effective November 1, 2022. The District's contribution shall increase to \$975 per bargaining unit member effective November 1, 2023. The payment shall be made by no later than November 1st of each year. Financial records of the Benefit Trust Plan shall be made available to the District for periodic audit.

ARTICLE XXV SALARY

- A. Effective February 1, 2022, the salary schedule shall be increased by 2%.
Effective November 1, 2022, the salary schedules shall be increased by 2%.
Effective November 1, 2023, the salary schedules shall be increased by 2%.

See Appendix "C" attached hereto.

Effective July 1, 2017, a new Step 6 of \$58,000 shall be added to the BA Salary Schedule for the Occupational Therapist position. Effective July 1, 2018, a new Step 7 of \$60,000 shall be added to the BA Salary Schedule for the Occupational Therapist position. Effective July 1, 2019, a new Step 8 of \$62,000 shall be added to the BA Salary Schedule for the Occupational Therapist position. Effective July 1, 2020, a new Step 9 of \$64,000 shall be added to the BA Salary Schedule for the Occupational Therapist position. Effective July 1, 2021, a new Step 10 of \$65,000 shall be added to the BA Salary Schedule for the Occupational Therapist position. For the Occupational Therapist (BA), add one (1) new step to the OT schedule each year of the contract at \$1,000 more than top step for each year beginning July 1, 2022. The across-the-board wage increase shall be applied each year thereafter.

B. Graduate Credits

1. Credits between 0 and 30 will be paid as earned in groups of three (3) at the following rate for the term of this agreement:
 - a. \$40.82 per credit hour for all earned credits.
2. Credits beyond the BA+30 will be paid as earned at the following rate for the term of this agreement:

- a. All credits shall be paid at a rate of the following:

July 1, 2017	\$60.00 per credit
July 1, 2018	\$61.00 per credit
July 1, 2019	\$62.00 per credit
July 1, 2020	\$62.50 per credit

3. Salary adjustments for credits shall be made by October 1 and March 1 of each year.
4. In order for credits earned on or after 7/1/11 to become payable under the provisions of this article, they must be approved in advance by the Superintendent or his/her designee, be from an accredited college and be related to the teacher's assignment or certification.
5. Unit members will be paid for a maximum of 60 graduate credits on the Master's schedule. Unit members who are being paid for more than 60 hours on the Master's schedule as of July 1, 2007 will continue to be paid for such graduate credits but will not be permitted to earn salary adjustments for any additional graduate credits.

- C. Approval for payment for the second Master's Degree programs shall be granted by the Superintendent if the degrees are significantly related to a unit member's certification, tenure area, or assignment. It is recommended that teachers pursuing a second Masters for payment, consult with the Superintendent of Schools prior to starting this coursework. The payment once authorized will continue for the unit member's employment. No Master's Degree for administration will be recognized.

D. Longevity

1. Longevity shall be granted based upon years of service in the District plus the number of years of experience awarded at the time of initial employment. For unit members hired on or after April 1, 2010, longevity shall be granted based upon years of service in the District.

2. The longevity shall be as follows:

- a. The 19th year longevity shall be \$2,000
- b. The 20th year longevity shall be \$2,000
- c. The 23rd year longevity shall be \$2,000
- d. The 25th year longevity shall be \$2,000
- e. The 27th year longevity shall be \$2,000
- f. The 29th year longevity shall be \$2,000

Effective February 1, 2022, the following longevity steps shall be added:

- g. The 26th year longevity shall be \$2,000
- h. The 28th year longevity shall be \$2,000

Payment of the 26th year and 28th year longevity shall be pro-rated for the 2021-2022 school year.

Effective November 1, 2023, the 30th year longevity shall be added at \$2,000.
Payment of the 30th year longevity shall be pro-rated for the 2023-2024 school year.

- E. Teachers will be paid every other Friday. Teachers will be permitted to have their paychecks transmitted electronically to the bank or credit union of their choice, provided that the bank or credit union is able to perform such service.
- F. Bi-monthly remittance of Sect. 403(B)(7) Payroll Deductions on behalf of participating unit members shall be made.
- G. Effective September 1, 1997, the anniversary date for all unit members hired prior to July 1, 1997 shall be the first day of the month in which they were hired. For unit members hired on or after July 1, 1997, whose anniversary arrives prior to the 15th of any month shall have an anniversary date of the first of the month. Teachers whose anniversary date falls after the 16th of any month shall have an anniversary date of the first day of the following month.

ARTICLE XXVI

PART-TIME TEACHER BENEFITS

Part-time unit members employed as .5 but less than 1.0 FTE shall be entitled to the same benefits that full-time unit members receive.

**ARTICLE XXVII
SUPPLEMENTAL POSITIONS**

A. Appointment and Payment

1. Any unit member interested in a supplemental position shall notify his/her Building Principal no later than the close of school in June.
2. The job description of each supplemental position shall be made available at the time of the posting of the position.
3. Payment for supplemental positions shall be made in a lump sum and shall be separate from the normal payroll in a manner that provides no less than one-half the annual payment at the close of each semester (see Appendix "D").
4. Whenever possible, the Building Principal shall recommend personnel for appointment to supplemental positions at least thirty (30) days prior to the commencement of such duties.
5. It is the sole discretion of the District to determine which supplementals will be offered.
6. Any teacher appointed to a supplemental position will receive an appointment notice.
7. Notwithstanding any other provision in this agreement, non-unit members who have performed satisfactorily in their positions may be retained from year to year and in all other instances, unit members shall have a priority in assignment to the supplemental positions referenced under this Article.
8. Notice shall be posted District-wide whenever the need for paid chaperone occurs.
9. All head coaching positions listed in Appendix "D" are exclusive Association bargaining unit work as to which qualified Association unit members have a right of first refusal over qualified non-bargaining unit members. In the event that a qualified Association bargaining unit member does not apply for a head coaching position, the District may appoint a qualified non-bargaining unit member to such position under terms to be established by the District, including on a volunteer basis.
10. Assistant coaching positions are not exclusive Association bargaining unit work. In the event that a qualified Association bargaining unit member is appointed to any such assistant coaching position, such Association unit member shall receive the stipend set forth in Appendix "D". In the event that a qualified non-bargaining unit member is appointed to such assistant coaching position, such appointment shall be under terms to be established by the District, including on a volunteer basis.

In addition, the District may appoint additional assistant coaches beyond those identified in Appendix “D” under terms to be established by the District, including on a volunteer basis.

11. Club Advisors listed in the “Non-Coaching Stipends” section of Appendix “D” shall be treated as “head coaches” for purposes of Association exclusivity.
12. The procedure for the appointment of non-Association bargaining unit members to coaching and non-coaching positions listed in Appendix “D” shall be determined by the Superintendent of Schools.

B. Coaching Supplemental

1. Within sixty (60) days of the close of the season, a coach will be notified if he/she is to be given the position for the succeeding year. If he/she is not, then he/she may become a candidate for the vacancy. In the event the Board, in its discretion, determines that any inter-scholastic coaching position shall not be offered, no stipend for that position shall be paid.

For unit members hired prior to July 1, 2017, each new series of two (2) consecutive years of coaching a particular sport, the coach shall receive an increment of 5.5%.

*Payment commences after the completion of two (2) consecutive years.

For unit members hired on or after July 1, 2017, each new series of three (3) consecutive years of coaching a particular sport, the coach shall receive an increment of 5.5%.

*Payment commences after the completion of three (3) consecutive years.

2. Completion of all post season extended competition shall be paid at the rate of 10% of the base salary of the coach excluding longevity. A voucher will need to be filed to be paid for this extension of the stipend.

3. **Athletic Coordinator**

- a. In addition to the stipend listed in this agreement for the Athletic Coordinator, the person holding the position shall teach three (3) periods a day with no other assignments in order to attend to the necessary duties of Athletic Coordinator.

Both parties have recognized that the requirements of the position of the Athletic Coordinator have been reduced considerably and there is a need for adjustments to be made pertaining to the time allocation for this position.

Therefore the following has been agreed to:

Number of Athletic activities:	0-25	26-35	36-45
Number of Teaching Assignments:	5	4	3

Other Conditions:

1. No Supervisory duties
2. Front-end schedule when possible
3. Combined Prep and Lunch Period
4. Release time for required athletic meetings.

Stipend: \$4,551

- b. The release time periods shall be mutually determined by the Athletic Coordinator and his/her Building Principal in consideration of both building needs and the needs of the position. In the event the parties cannot agree on the time, the matter shall be resolved by the Superintendent of Schools.
- c. The Athletic Coordinator will be employed on the school calendar basis and can be required to work additional days after the last official day of the school calendar and before the first official school calendar day in September at the rate of 1/200 of the annual salary for each additional day.
- d. The parties shall form a sub-committee to examine the appropriateness of the Coaching stipends listed in Appendix "D", inclusive of the increase referenced in Article XXVII.B.2.

C. Non-Coaching Supplementals

1. By June 30 of each year, members of the unit serving in particular positions should be notified if they are to be given the position in the following year. If it is not an automatic renewal, the member of the unit may still apply for the position.
2. For service rendered prior to July 1, 2017: For each series of three (3) consecutive years in a particular position, the unit members shall receive an increment of 3.5%, effective 7/1/11.

Effective July 1, 2017, for unit members hired prior to July 1, 2017 each new series of two (2) consecutive years in a particular position, the unit members shall receive an increment of 5.5%.

*Payment commences after the completion of two (2) consecutive years.

For unit members hired on or after July 1, 2017, each new series of three (3) consecutive years in a particular position, the unit member shall receive an increment of 5.5%.

*Payment commences after the completion of three (3) consecutive years.

3. Unit members assigned to perform test proctoring duties outside of the regular work day or on non-work days shall be compensated at the Appendix D Group 8 AIS/IRP rate.

D. Food Allowance

Food allowance for sporting events beyond the sectionals in accordance with Board Resolution adopting the "Standard Meal Allowance" reimbursement basis which authorizes a daily reimbursement in New York State of \$59.00.

**ARTICLE XXVIII
DISCIPLINARY PROCEEDINGS**

- A. In the event that a bargaining unit member is subject to disciplinary proceedings under Education Law §3020-a, the parties shall, to the extent permitted by law, jointly select an arbitrator from the following list. If the parties are unable to agree upon an arbitrator from this list, the parties shall select the next arbitrator on the list provided that he/she is reasonably available. In the event of a three person panel, the arbitrator selected from this list shall serve as the president of the panel.

1. Sheila Cole
2. Howard Edelman
3. Margaret Liebowitz
4. Ira Lobel
5. Jeffrey Selchick
6. Bonnie Siber-Weinstock

- B. Any teacher who is terminated from employment in the District shall have the right to invoke the contractual grievance procedure with respect to whether the requirements of Article XIII.A or B have been complied with.

**ARTICLE XXIX
DURATION**

The foregoing provisions and the appendices which follow hereafter shall constitute the collective bargaining agreement between the Beacon City School District and the Beacon Teachers' Association effective, July 1, 2021 and through June 30, 2024.

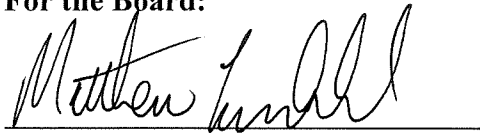
Date: 8/10/2022

For the Association:



President of Association

For the Board:



Superintendent of Schools

APPENDIX A
Grievance Form 123A

Grievance _____

Date Filed _____

Provision of Agreement

Time, Date, and Place of Grievance

Person or Persons Involved

Concise Statement of Facts

Relief of Settlement Desired:

Signed: _____

Grievant

Signed: _____

For the Association

APPENDIX B

BEACON CITY SCHOOL DISTRICT

ADMINISTRATIVE OFFICES
10 EDUCATION DRIVE
BEACON, NEW YORK 12508
(845) 838-6900 ext. 2006
(845) 231-0475 FAX
www.beaconcityk12.org

DECLINATION OF HEALTH INSURANCE

I DO NOT want to enroll, at this time, under any option of the New York State Health Insurance Program. I understand that by declining to enroll at the time:

1. I may subject myself and/or my eligible dependents to certain applicable waiting periods if I decide to enroll at a later date.
2. I may be forfeiting the right to such coverage after my retirement.

Name (Please Print)	Social Security Number
Signature	Date

*****AGENCY USE ONLY*****	
Agency	Agency Code
Date of Employment	Date of First Eligibility

Employee Health Insurance Section
NTS Department of Civil Service

10/11/11

APPENDIX C
SALARY SCHEDULES
7/1/2021-1/31/2022

Step	OT	BA	BA+30	MA
1	53,195	53,195	56,081	58,388
2	55,390	55,390	57,925	59,151
3	56,081	56,081	58,042	60,385
4	56,546	56,546	59,791	62,135
5	59,092	59,092	62,339	64,682
6	58,000		65,052	67,394
7	60,000		67,167	69,514
8	62,000		69,291	71,633
9	64,000		71,409	73,754
10	65,000		73,665	76,010
11			75,917	78,261
12			78,172	80,517
13			80,424	82,769
14			82,678	85,018
15			84,926	87,271
16			86,593	88,939
17			88,846	91,190
18			91,364	93,710
19				96,285
20			101,475	98,860
21				101,948
22				105,035

School Year – Prorated
2/1/22-6/30/22

1.020

Step	OT	BA	BA+30	MA
1	54,259	54,259	57,203	59,556
2	56,498	56,498	59,084	60,334
3	57,203	57,203	59,203	61,593
4	57,677	57,677	60,987	63,378
5	60,274	60,274	63,586	65,976
6	59,160		66,353	68,742
7	61,200		68,510	70,904
8	63,240		70,677	73,066
9	65,280		72,837	75,229
10	66,300		75,138	77,530
11			77,435	79,826
12			79,735	82,127
13			82,032	84,424
14			84,332	86,718
15			86,625	89,016
16			88,325	90,718
17			90,623	93,014
18			93,191	95,584
19				98,211
20				100,837
21				103,987
22				107,136

School Year – Prorated
7/1/22-10/31/22

No increase

1.000

Step	OT	BA	BA+30	MA
1	54,259	54,259	57,203	59,556
2	56,498	56,498	59,084	60,334
3	57,203	57,203	59,203	61,593
4	57,677	57,677	60,987	63,378
5	60,274	60,274	63,586	65,976
6	59,160		66,353	68,742
7	61,200		68,510	70,904
8	63,240		70,677	73,066
9	65,280		72,837	75,229
10	66,300		75,138	77,530
11	67,300		77,435	79,826
12			79,735	82,127
13			82,032	84,424
14			84,332	86,718
15			86,625	89,016
16			88,325	90,718
17			90,623	93,014
18			93,191	95,584
19				98,211
20				100,837
21				103,987
22				107,136

School Year – Prorated
11/1/22-6/30/23

1.020

Step	OT	BA	BA+30	MA
1	55,344	55,344	58,347	60,747
2	57,628	57,628	60,265	61,541
3	58,347	58,347	60,387	62,825
4	58,830	58,830	62,207	64,645
5	61,479	61,479	64,857	67,295
6	60,343		67,680	70,117
7	62,424		69,881	72,322
8	64,505		72,090	74,527
9	66,586		74,294	76,734
10	67,626		76,641	79,081
11	68,646		78,984	81,423
12			81,330	83,770
13			83,673	86,113
14			86,018	88,453
15			88,357	90,797
16			90,091	92,532
17			92,435	94,874
18			95,055	97,496
19				100,175
20				102,854
21				106,067
22				109,278

School Year – Prorated
7/1/23-6/30/23

No increase

1.000

Step	OT	BA	BA+30	MA
1	55,344	55,344	58,347	60,747
2	57,628	57,628	60,265	61,541
3	58,347	58,347	60,387	62,825
4	58,830	58,830	62,207	64,645
5	61,479	61,479	64,857	67,295
6	60,343		67,680	70,117
7	62,424		69,881	72,322
8	64,505		72,090	74,527
9	66,586		74,294	76,734
10	67,626		76,641	79,081
11	68,646		78,984	81,423
12			81,330	83,770
13			83,673	86,113
14			86,018	88,453
15			88,357	90,797
16			90,091	92,532
17			92,435	94,874
18			95,055	97,496
19				100,175
20				102,854
21				106,067
22				109,278

School Year – Prorated
11/1/23-6/30/24

1.020

Step	OT	BA	BA+30	MA
1	56,451	56,451	59,514	61,962
2	58,780	58,780	61,470	62,772
3	59,514	59,514	61,595	64,081
4	60,007	60,007	63,451	65,938
5	62,709	62,709	66,155	68,641
6	61,550		69,034	71,519
7	63,672		71,278	73,769
8	65,795		73,532	76,018
9	67,917		75,780	78,268
10	68,979		78,174	80,662
11	70,019		80,564	83,051
12	71,039		82,957	85,445
13			85,347	87,835
14			87,739	90,222
15			90,124	92,613
16			91,893	94,383
17			94,284	96,772
18			96,956	99,446
19				102,178
20				104,911
21				108,188
22				111,464

LONGEVITIES

After completion of years in BCSD	7/1/21-6/30/22	7/1/22-6/30/23	7/1/23-6/30/24
19th	\$2,000.00	\$2,000.00	\$2,000.00
20th	\$2,000.00	\$2,000.00	\$2,000.00
23rd	\$2,000.00	\$2,000.00	\$2,000.00
25th	\$2,000.00	\$2,000.00	\$2,000.00
26th	\$2,000.00 *	\$2,000.00	\$2,000.00
27th	\$2,000.00	\$2,000.00	\$2,000.00
28th	\$2,000.00 *	\$2,000.00	\$2,000.00
29th	\$2,000.00	\$2,000.00	\$2,000.00
30th			\$2,000.00**

* 26th and 28th year longevities are effective 2/1/22 and prorated for the period of 2/1/22-6/30/22.

** 30th year longevity is effective 11/1/23 and prorated for the period of 11/1/23-6/30/24.

APPENDIX D STIPENDS

Non-Coaching Stipends

		1.02	1.02	1.02	Group one is defined as having ten (10) one-hour meetings. The equivalent of meeting once a month for ten months. * Denotes no longevity after 7/1/2015.
GROUP ONE	'20-'21	'21-'22	'22-'23	'23-'24	
Book Club	\$474.61	\$484.10	\$493.78	\$503.66	
Dance Club	\$474.61	\$484.10	\$493.78	\$503.66	
Dance – Step Club	\$474.61	\$484.10	\$493.78	\$503.66	
Fashion Club	\$474.61	\$484.10	\$493.78	\$503.66	
Foreign Language Club (MS)	\$474.61	\$484.10	\$493.78	\$503.66	
Intramurals *	\$474.61	\$484.10	\$493.78	\$503.66	
Minority Awareness	\$474.61	\$484.10	\$493.78	\$503.66	
Pickleball	\$474.61	\$484.10	\$493.78	\$503.66	
RPG Club	\$474.61	\$484.10	\$493.78	\$503.66	
School Literary Club	\$474.61	\$484.10	\$493.78	\$503.66	
Student Council (ES)	\$474.61	\$484.10	\$493.78	\$503.66	

GROUP TWO	'20-'21	'21-'22	'22-'23	'23-'24	Group two is defined as having twenty (20) one-hour meetings. The equivalent of meeting twice a month for ten months.
Adventure Club	\$861.60	\$889.03	\$906.81	\$924.95	
Art Club	\$861.60	\$889.03	\$906.81	\$924.95	
Building Leadership Team Leaders	\$861.60	\$889.03	\$906.81	\$924.95	
Chess Club (ES, MS)	\$861.60	\$889.03	\$906.81	\$924.95	
Creative Writing Club	\$861.60	\$889.03	\$906.81	\$924.95	
Finance Club (HS)	\$861.60	\$889.03	\$906.81	\$924.95	
Foreign Language Club (HS)	\$861.60	\$889.03	\$906.81	\$924.95	
Girls Who Code Club	\$861.60	\$889.03	\$906.81	\$924.95	
Grade 8,9,10 Advisor	\$861.60	\$889.03	\$906.81	\$924.95	
Jazz Club	\$861.60	\$889.03	\$906.81	\$924.95	
Kaleidoscope Club (MS)	\$861.60	\$889.03	\$906.81	\$924.95	
Key Club	\$861.60	\$889.03	\$906.81	\$924.95	
Math Club	\$861.60	\$889.03	\$906.81	\$924.95	
Peer Mediation	\$861.60	\$889.03	\$906.81	\$924.95	
Restorative Practice Facilitator (3)	\$861.60	\$889.03	\$906.81	\$924.95	
Running Club	\$861.60	\$889.03	\$906.81	\$924.95	
SADD Club	\$861.60	\$889.03	\$906.81	\$924.95	
School Equity Team Leaders	\$861.60	\$889.03	\$906.81	\$924.95	
Video Club	\$861.60	\$889.03	\$906.81	\$924.95	
Women of the World Club	\$861.60	\$889.03	\$906.81	\$924.95	

GROUP THREE	'20-'21	'21-'22	'22-'23	'23-'24	Group three is defined as having thirty (30) one-hour meetings. The equivalent of meeting thrice a month for ten months.
Black Student Union	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Botany Club	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Cultural Awareness Club (2)	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Environmental Club (HS)	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
GSA Club	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Junior Class Advisor	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Junior National Honor Society	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
LEGO League Club	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Multi-cultural Club	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
National Honor Society	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Newspaper (MS)	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Science Club	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	
Yearbook Club (ES)	\$1,267.10	\$1,292.44	\$1,318.29	\$1,344.66	

GROUP FOUR	'20-'21	'21-'22	'22-'23	'23-'24	Group four is defined as having forty (40) one-hour meetings. The equivalent of meeting weekly for ten months.
Central Detention (30 min)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Chess Club (HS)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Debate (HS)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Environmental Club (MS) (2)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Newspaper (HS)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Scholastic Match-Up	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Science Olympiad Leaders by Choice	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Senior Class Advisor (2)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Student Council (MS) (HS)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Student Mediation Coordinator	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Substance Abuse Awareness Club	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Yearbook (MS)	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	
Youth Leadership	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41	

GROUP FIVE	'20-'21	'21-'22	'22-'23	'23-'24
Central Detention (45 min)	\$1,843.60	\$1,880.47	\$1,918.08	\$1,956.44
Yearbook (HS)	\$3,338.15	\$3,404.91	\$3,473.01	\$3,542.47

GROUP SIX – Music and Drama Programs	'20-'21	'21-'22	'22-'23	'23-'24
After School NYSSMA, All county	\$426.85	\$435.39	\$444.09	\$452.98
All State	\$426.85	\$435.39	\$444.09	\$452.98
Art Advisor	\$474.61	\$484.10	\$493.78	\$503.66
Assistant Vocal Director	\$474.61	\$484.10	\$493.78	\$503.66
District Elementary Band	\$1,583.49	\$1,615.16	\$1,647.46	\$1,680.41
Drama (MS)	\$1,741.70	\$1,776.53	\$1,812.06	\$1,848.31
Drama (HS)	\$3,325.20	\$3,391.70	\$3,459.54	\$3,528.73
Marching Band	\$1,108.90	\$1,131.08	\$1,153.70	\$1,176.77
Technology Advisor	\$1,741.70	\$1,776.53	\$1,812.06	\$1,848.31
Theater Director	\$4,719.92	\$4,814.32	\$4,910.60	\$5,008.82
Theater Manager	\$4,719.92	\$4,814.32	\$4,910.60	\$5,008.82
Vocal Director	\$1,583.51	\$1,615.18	\$1,647.48	\$1,680.43

GROUP SEVEN– Music and Drama Events	'20-'21	'21-'22	'22-'23	'23-'24	* Denotes no longevity after 7/1/2015.
Accompanist: NYSSMA *	\$119.39	\$121.78	\$124.21	\$126.70	
Music Performance*	\$102.98	\$105.04	\$107.14	\$109.28	
Music Production *	\$316.39	\$322.72	\$329.17	\$335.76	
On Call Technician for theater (/hr) *	\$29.37	\$29.96	\$30.56	\$31.17	

GROUP EIGHT – Additional Instruction	'20-'21	7/1/21-1/31/22	2/1/22-6/30/22	'22-'23	'23-'24	* Denotes no longevity after 7/1/2015.
AIS/IRP *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Alternative Evening (HS) *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Alternative Morning (HS) *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Ninth Grade Alternative Ed. *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Proctoring *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Summer School (/hr) *	\$40.02	\$40.82	\$45.00	\$45.90	\$46.82	
Tutoring *	\$47.77	\$48.73	\$50.00	\$51.00	\$52.02	

GROUP NINE	'20-'21	'21-'22	'22-'23	'23-'24
Health/Wellness	\$3,167.00	\$3,230.34	\$3,294.95	\$3,360.85
Mentors	\$3,167.00	\$3,230.34	\$3,294.95	\$3,360.85

GROUP TEN – Chaperoning/Scouting	'20-'21	'21-'22	'22-'23	'23-'24	* Denotes no longevity after 7/1/2015
BASKETBALL					
Boys Basketball *	\$107.27	\$109.42	\$111.60	\$113.84	
Girls Basketball *	\$53.63	\$54.70	\$55.80	\$56.91	
DANCE					
Dance (MS) *	\$80.47	\$82.08	\$83.72	\$85.40	
Dance (HS) *	\$107.27	\$109.42	\$111.60	\$113.84	
FOOTBALL					
JV Football *	\$53.63	\$54.70	\$55.80	\$56.91	
Modified Football *	\$53.63	\$54.70	\$55.80	\$56.91	
Varsity Football *	\$80.47	\$82.08	\$83.72	\$85.40	
VOLLEYBALL					
Volleyball (HS) (MS) *	\$53.63	\$54.70	\$55.80	\$56.91	
WRESTLING					
Wrestling (HS) *	\$80.47	\$82.08	\$83.72	\$85.40	
Wrestling (MS) *	\$53.63	\$54.70	\$55.80	\$56.91	
Overnight Trips (per night) *	--	\$136.77	\$139.50	\$142.30	
Scouting (/hr) *	\$40.30	\$41.11	\$41.93	\$42.77	
All other school and athletic events *	\$53.63	\$54.70	\$55.80	\$56.91	

GROUP ELEVEN	'20-'21	'21-'22	'22-'23	'23-'24
Parent Communications Coordinator	\$1,646.73	\$1,679.66	\$1,713.26	\$1,747.52

Coaching Stipends

AQUATICS				
Coordinator (Seasonal)	\$2,533.00	\$2,583.66	\$2,635.33	\$2,688.04
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Swimming Boys	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
Modified Swimming Girls	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Assistant Varsity Girls	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity Boys	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
Head Varsity Girls	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
ATHLETIC TRAINER				
ATHLETIC TRAINER	'20-'21	'21-'22	'22-'23	'23-'24
Fall, Winter, Spring	\$3,299.00	\$3,364.98	\$3,432.28	\$3,500.93
BASEBALL				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
BASKETBALL				
FRESHMAN	'20-'21	'21-'22	'22-'23	'23-'24
Freshman Boys	\$2,898	\$2,955.96	\$3,015.08	\$3,075.38
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Boys	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Modified Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity Boys	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
Junior Varsity Girls	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$3,299.00	\$3,364.98	\$3,432.28	\$3,500.93
Head Varsity Boys	\$4,199.00	\$4,282.98	\$4,368.64	\$4,456.01
Assistant Varsity Girls	\$3,299.00	\$3,364.98	\$3,432.28	\$3,500.93
Head Varsity Girls	\$4,199.00	\$4,282.98	\$4,368.64	\$4,456.01

BOWLING				
Head Varsity Boys	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Head Varsity Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
CHEERLEADING				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Basketball	\$1,198.00	\$1,221.96	\$1,246.40	\$1,271.33
Modified Football	\$1,001.00	\$1,021.02	\$1,041.44	\$1,062.27
JV	'20-'21	'21-'22	'22-'23	'23-'24
JV Basketball	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
JV Football	\$1,598.00	\$1,629.96	\$1,662.56	\$1,695.81
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Varsity Basketball	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
Varsity Football	\$1,598.00	\$1,629.96	\$1,662.56	\$1,695.81
CONDITIONING COACH				
CONDITIONING COACH	'20-'21	'21-'22	'22-'23	'23-'24
Fall, Winter, Spring	\$2,391.00	\$2,438.82	\$2,487.60	\$2,537.35
CROSS COUNTRY				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$2,523.00	\$2,573.46	\$2,624.93	\$2,677.43
Head Varsity Boys	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
Head Varsity Girls	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
DANCE				
Varsity	\$1,598.00	\$1,629.96	\$1,662.56	\$1,695.81
FOOTBALL				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Modified	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Head Modified	\$2,797.00	\$2,852.94	\$2,910.00	\$2,968.20
JV	'20-'21	'21-'22	'22-'23	'23-'24
Assistant JV	\$3,399.00	\$3,466.98	\$3,536.32	\$3,607.05
Head JV	\$3,598.00	\$3,669.96	\$3,743.36	\$3,818.23
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$3,399.00	\$3,466.98	\$3,536.32	\$3,607.05
Head Varsity	\$4,598.00	\$4,689.96	\$4,783.76	\$4,879.43

GOLF				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Boys	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
Modified Girls	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity Boys	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
Junior Varsity Girls	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Varsity Boys	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Varsity Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
LACROSSE				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Girls	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
JV	'20-'21	'21-'22	'22-'23	'23-'24
JV Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Girls	\$2,398.50	\$2,446.47	\$2,495.40	\$2,545.31
Varsity Girls	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
SPRING TRACK				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Boys	\$2,797.00	\$2,852.94	\$2,910.00	\$2,968.20
Modified Girls	\$2,797.00	\$2,852.94	\$2,910.00	\$2,968.20
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$3,399.00	\$3,466.98	\$3,536.32	\$3,607.05
Assistant Varsity Girls	\$3,399.00	\$3,466.98	\$3,536.32	\$3,607.05
Head Varsity Boys	\$3,998.00	\$4,077.96	\$4,159.52	\$4,242.71
Head Varsity Girls	\$3,998.00	\$4,077.96	\$4,159.52	\$4,242.71

SOCCER				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Boys	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
Modified Girls	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity Boys	\$2,797.00	\$2,852.94	\$2,910.00	\$2,968.20
Junior Varsity Girls	\$2,797.00	\$2,852.94	\$2,910.00	\$2,968.20
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$2,399.00	\$2,446.98	\$2,495.92	\$2,545.84
Assistant Varsity Girls	\$2,399.00	\$2,446.98	\$2,495.92	\$2,545.84
Head Varsity Boys	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Head Varsity Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
SOFTBALL				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity	\$3,197.00	\$3,260.94	\$3,326.16	\$3,392.68
TENNIS				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified Boys	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
Modified Girls	\$1,799.00	\$1,834.98	\$1,871.68	\$1,909.11
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity Boys	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
Junior Varsity Girls	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.54
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$2,399.00	\$2,446.98	\$2,495.92	\$2,545.84
Assistant Varsity Girls	\$2,399.00	\$2,446.98	\$2,495.92	\$2,545.84
Head Varsity Boys	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
Head Varsity Girls	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08

VOLLEYBALL				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Modified	\$2,198.00	\$2,241.96	\$2,286.80	\$2,332.64
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity	\$2,599.00	\$2,650.98	\$2,704.00	\$2,758.08
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity	\$2,998.00	\$3,057.96	\$3,119.12	\$3,181.50
WINTER TRACK				
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity Boys	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Assistant Varsity Girls	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity Boys	\$4,199.00	\$4,282.98	\$4,368.64	\$4,456.01
Head Varsity Girls	\$4,199.00	\$4,282.98	\$4,368.64	\$4,456.01
WRESTLING				
MODIFIED	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Modified	\$2,717.00	\$2,771.34	\$2,826.77	\$2,883.30
Modified	\$2,998.00	\$3,057.96	\$3,119.12	\$3,181.50
JV	'20-'21	'21-'22	'22-'23	'23-'24
Junior Varsity	\$3,598.00	\$3,669.96	\$3,743.36	\$3,818.23
VARSITY	'20-'21	'21-'22	'22-'23	'23-'24
Assistant Varsity	\$2,464.00	\$2,513.28	\$2,563.55	\$2,614.82
Head Varsity	\$4,199.00	\$4,282.98	\$4,368.64	\$4,456.01