

***Agreement Between***

**THE BOARD  
OF EDUCATION  
OF THE  
CONNETQUOT CENTRAL  
SCHOOL DISTRICT  
OF ISLIP**

***and***

**THE CONNETQUOT  
TEACHERS ASSOCIATION**

***July 1, 2010 through June 30, 2012***



**AGREEMENT** entered into this 24<sup>th</sup> day of June 2010, by and between the BOARD OF EDUCATION, CONNETQUOT CENTRAL SCHOOL DISTRICT OF ISLIP, (hereafter referred to as the "Board") and the CONNETQUOT TEACHERS ASSOCIATION, (hereafter referred to as the "Association").

### **WITNESSETH**

**WHEREAS**, the Board of Education of the Connetquot Central School District and the Connetquot Teachers Association desire to work together to provide the most suitable educational experiences for the students of the Connetquot Public School System; and

**WHEREAS**, both groups recognize their responsibilities in an increasingly complex society to provide optimum educational opportunities, the Board of Education of the Connetquot Central School District recognizes that it is desirable and, therefore in the best interest of the District that there be continued involvement of the teachers and the Connetquot Teachers Association in the recommendation of policy in matters which affect teachers; and

**WHEREAS**, the Connetquot Central School District encourages all professional employees, or groups of employees, to use existing channels seeking to initiate policy changes, the Board of Education and the Connetquot Teachers Association believe that this is one of the District's strengths and, therefore, consider it vital to continue this philosophy; and

**WHEREAS**, the Laws of the State of New York and the voters of the District have specifically granted to the Board legal authority over the schools in the District, the decision-making responsibility must rest with the Board which assumes legal responsibility for the District consistent with Laws of the State and the Rules and Regulations of the Department of Education.

**NOW, THEREFORE**, it is mutually agreed as follows:

## **ARTICLE I RECOGNITION**

### **Section 1**

The Association and the Board affirm that they will abide by Civil Service Law, Article XIV, and the Laws of the State of New York in general.

### **Section 2**

Pursuant to Article XIV of the Civil Service Law, the Board recognizes the Association as the exclusive negotiating representative of all certified professional personnel directly and regularly employed by the Board of Education with the exception of substitute teachers, department chairpersons, building principals and their assistants, supervisors, subject area coordinators, directors, and Central Office administrators.

### **Section 3**

The association shall have the right to unchallenged representation status during the term of this contract.

### **Section 4**

The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association, therefore agrees that it shall not cause, condone, support, assist, or instigate strikes, work stoppages, or concerted refusal to perform work by the members of the unit represented by it during the term of this Agreement.

## ARTICLE II DUES DEDUCTION

### ***Section 1 -- Deductions***

- A. The Board shall deduct from the salaries of its employees covered by this Agreement the dues as per authorization cards signed by members.
- B. The total annual dues as authorized by the said form shall be deducted in equal installments over ten (10) pay periods, commencing with the first payday in October.
- C. (1) All dues authorization cards are to be submitted by the Association by September 20.  
(2) During the period between February 1 and February 15, additional authorizations be submitted and the dues shall be deducted, based upon the aforesaid authorization, in eight (8) equal installments beginning with the first payday in March.
- D. The Association may prepare a master list from said dues authorization cards by October 30, which list shall contain the names of the employees whose dues are to be deducted and the amounts to be deducted. The Board shall transmit the amounts so deducted promptly to the Association accompanied by a list of employees from whom dues were deducted and the individual amounts.

### ***Section 2 -- Savings Plan Deductions***

Salary deductions shall be made for savings plans provided there shall be no more than five (5) institutions with a minimum of ten (10) teachers enrolled for one such institution.

### ***Section 3 -- Credit Union Deductions***

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

### ***Section 4 -- Annuity Plan Deductions***

The Board shall provide opportunity to all teachers to enroll in a tax-sheltered annuity program provided that one company, acceptable to the Board, agrees to collect and distribute all such monies to the proper companies indicated by the teacher(s).

### ***Section 5 -- Save Harmless***

That except for the ordinary diligence and care in the deduction and transmittal of the monies to the Association, Credit Union, and/or in accordance with Section 4 relating to annuity plan deductions, the Association agrees to hold the Board free from all liability in connection with dues deductions, Credit Union deductions, annuity plan deductions, agency shop free deductions, and savings plan deductions.

### ***Section 6 -- Agency Shop Fee***

The Board shall deduct from the salary of any employee covered by this Agreement who is not a member of the Association a sum equal to the dues of the Association in equal installments over ten (10) pay periods commencing with the first payday in October except that such an employee who commences employment subsequent to the first payday in October, the said fee shall be deducted in eight (8) equal installments beginning with the first payday in March. The agency shop fee is conditioned upon the following:

- A. That the Association shall maintain membership of at least 75 percent of the employees covered by this Agreement.
- B. That the Association maintains an appeals procedure available to any such employee who may object to the agency shop fee deduction as provided by Article XIV of the Civil Service Law.

## ARTICLE III NEGOTIATIONS PROCEDURES

By December 15, 2011, either party may notify the other of its intention to negotiate a succeeding collective negotiations agreement. In the event such notification is given, each party shall submit proposals for negotiations no later than February 1, 2012.

**ARTICLE IV  
ACADEMIC FREEDOM**

**Section 1**

Teachers may provide the opportunity for the study of controversial subjects within the curriculum in an impartial manner according to the maturity, needs and age level of the students. This is not intended to delimit or restrict in any manner the authority of the Board over curriculum including controversial subjects and its implementation.

**Section 2**

The Association will make recommendations to the Board of Education for dealing with controversial issues.

**ARTICLE V  
TEACHER-ADMINISTRATION LIAISON**

**Section 1 -- Building Meetings**

An Association representative from each school building shall meet periodically with the building principal at a time mutually agreed upon for the purpose of discussing building problems.

**Section 2 -- President - Superintendent Meetings**

The Association President and the Superintendent shall meet periodically to review and discuss current school problems and practices.

**Section 3 -- Labor Management Committee**

A joint Labor-Management Committee comprised equally of Association and District representatives shall be established on January 1, 1991 to periodically discuss and review District policy initiatives, District-Union contract administration issues and where necessary, the parties will reopen negotiations on matters requiring contract adjustment regarding the nine (9) period day only.

**ARTICLE VI  
TEACHER EMPLOYMENT**

The Board of Education agrees to act promptly on the appointment of newly employed teachers.

**ARTICLE VII  
TEACHER ASSIGNMENTS**

**Section 1 -- Assignment Notices**

- A. No later than June 15<sup>th</sup>, teachers will be notified in writing of their tentative assignments for the coming year, including the school to which they will be assigned, the grade and/or subjects they will teach.
- B. In the event of a change, the teacher will be notified in writing and shall have the right to discuss the change with the appropriate administrator within one week of the receipt of notice.
- C. If a junior or senior high school teacher's tentative assignment is changed, he/she will be notified of the final assignment as soon as possible, preferably no later than August 15<sup>th</sup>. Teachers who are members of a teaching team shall be consulted whenever feasible concerning all changes in the membership of their team.
- D. A list of new teaching positions created by the Board within the District and all openings in positions or activities set forth on Schedule C and any new extra pay positions that may be created by the Board shall be posted in each building as soon as possible listing the qualifications necessary and the application procedure to be followed.

**Section 2**

- A. A final master schedule of all teaching assignments in each building will be made available to all teachers in each building and the Association as soon as same is prepared.
- B. Consideration shall be given to the preference of teachers certified in more than one area, but the best interests of the District shall be controlling.

### **Section 3**

For each of the years covered by this Agreement, the Board shall allocate, for non-instructional aides, no less than the amount of money allocated for that purpose in 1975-76.

### **Section 4**

When assignments are made in the elementary schools, the principal shall take into consideration the value of scheduling each team to the same hours of common planning time and shall schedule all specified teams a minimum of three (3) periods of common planning time each week. If the building principal assigns only the minimum of three (3) common planning periods, he/she will discuss the matter with the building representative, if requested.

## **ARTICLE VIII TRANSFERS**

### **Section 1 -- Principles**

In reassignment or transfers of teachers, the best interests of the District shall be controlling. The desires of the teacher involved, the teacher competency and certification, instructional requirements, staff availability, and written recommendations of principals and supervisors shall be other factors to be considered. Where the foregoing factors are substantially equal, seniority in the District shall receive consideration.

### **Section 2 -- Notice of Vacancies**

- A. A list of known teaching vacancies in the District shall be posted in each building periodically.
- B. The final list of all known vacancies shall be posted during the second week of June.

### **Section 3 -- Voluntary Transfers**

A teacher requesting a lateral transfer within the same tenure area from one building, grade or subject area to another shall submit a request in writing to the principal or principals involved, stating the reason for the request. He/She shall be notified in writing of the action taken on his/her request within twenty (20) days after expiration of the posting period.

### **Section 4 -- Involuntary Transfers (including transfers from one grade to another within the same building.)**

- A. Notice of a proposed involuntary transfer shall be given to the individual teacher as soon as possible. He/She shall have the right to discuss this with the principal involved.
- B. Wherever possible, no teacher will be subject to excessive involuntary transfer as compared to all other teachers in his/her grade level or major subject area.

## **ARTICLE IX PROMOTIONS**

### **Section 1 -- Definition of Promotional Position**

A promotional position is any position which pays a salary differential or position on the administrative or supervisory level, including but not limited to, positions as supervisor, director, principal, assistant principal, chairperson, and coordinator.

### **Section 2 -- Notice of Promotional Positions**

- A. Notice of all vacancies in promotional positions shall be posted on faculty bulletin boards in all buildings.
- B. Notices of such vacancies shall contain the title of position, job description, the qualifications for the position, the date the position is open, the final date for submitting application, the salary range, and instructions for filing applications.
- C. An Association representative shall contact the office of the Superintendent to ascertain if promotional vacancies for the next school year have occurred during the summertime.

### **Section 3 -- Notice of Appointment**

Prior to any general announcement of a Board of Education appointment to a promotional position, each teacher who applied for that position who was not selected will be sent notification of the appointment made by the Board.

#### **Section 4 -- Extra Pay Positions**

The District may fill an extra pay position from without the Unit provided the position is posted for ten (10) school days (or a lesser period in case of a resignation during the season or other emergency) and further provided no member of the Unit who applies meets the qualifications set forth in the posting.

### **ARTICLE X PROTECTION OF TEACHERS**

#### **Section 1**

If a teacher is assaulted in connection with his/her employment, he/she shall give the building principal written notice of that fact as soon as possible. The Board shall comply with a request from such teacher for non-confidential information in their possession relating to the incident or the persons involved.

#### **Section 2**

A teacher assaulted in the course of his/her employment in the proper discharge of his/her duties shall receive his/her full salary even though disabled from performing his/her duties as a teacher as a result of the assault for the period of such absence. The Board shall pay the difference between any amounts received from employer insurance carriers and the full sum of his/her salary and no part of such absence will be charged to his/her annual sick leave. The Board's obligation in this matter shall continue for a maximum period of one calendar year from the date of the assault. The Board may require the teacher to be examined by a physician selected by the Board.

#### **Section 3**

During the term of this Agreement no presently employed member of the bargaining unit shall be released by reason of the Board subcontracting.

#### **Section 4**

Disciplinary action taken against a teacher shall be based upon just cause. The foregoing shall not be applicable to:

- A.** The discharge of a first-year probationary employee when the discharge is based upon performance-related deficiencies.
- B.** Administrative criticism of a teacher so long as the same contains suggestions for improvement of performance.
- C.** Tenured teachers who have been charged pursuant to Section 3020-A of the Education Law.

#### **Section 5**

Teachers who have been excessed under Education Law Section 2510 shall be entitled to appointment as regular substitutes to vacancies occasioned by teachers on long-term leave of absence such as maternity and illness, etc. The teacher must possess certification for the vacant position created by the leave. Said appointment shall be without loss of salary or benefits.

In addition to the foregoing, the District shall be obligated each year to provide that those teachers who have been excessed and cannot qualify for appointment as a regular substitute because of lack of certification shall be granted preference in per diem substitute assignments, as the same are available. This obligation of the District shall only apply to seven (7) such teachers. Said teachers shall be compensated at the daily rate of \$100. Said teachers shall receive no contract fringe benefits; however, at the option of the teacher, health, dental, and life insurance may be continued, the premium of each to be paid by the said teacher when billed by the District.

Any other excessed teacher who, because of lack of certification, cannot qualify for a regular substitute appointment for a teacher on long-term leave of absence shall be given preference in a per diem substitute assignment as same are available and shall receive no contract fringe benefits; however, at the option of the teacher, health, dental and life insurance may be continued, the premium of each to be paid by the said teacher when billed by the District. Said teachers shall be compensated at the daily rate of \$65.

**ARTICLE XI  
TEACHER EVALUATION AND RECORDS**

**Section 1 -- Principles**

- A. (1) All monitoring and formal observations of the work performance of a teacher shall be conducted with the full knowledge of a teacher.
- (2) It is understood that there are continual informal observations and evaluations of teachers by supervisory personnel.
- B. If discipline procedure goes beyond the building level, then a teacher may request that a representative of the Association be present.
- C. If necessary to criticize a teacher, it is understood that it is good practice to do so away from the hearing of others.
- D. Formal observation and/or evaluation forms will be uniform throughout the School District.

**Section 2 -- Report Procedure**

All observation reports will be discussed with the teacher and written copies of the observation reports will be submitted to the teacher for his/her signature as soon as possible, preferably within one (1) week of each observation. The teacher will sign the report to show he/she has read it before the report goes into his/her folder. The teacher may write a comment on the observation report which will go in his/her folder. Teachers will receive carbon copies of all their observations or evaluation reports.

**Section 3 -- Nontenured Teachers**

- A. Probationary teachers will be observed a minimum of three (3) times yearly, preferably once at the beginning, once in the middle, and once toward the end of the year. Nothing in this section should be construed to limit the right of administration to observe the teachers more frequently.
- B. A teacher who would be eligible for tenure at the start of the next school year shall receive notification by May 1<sup>st</sup> of the preceding year if he/she will not be recommended for tenure.

**Section 4 -- Tenured Teachers**

Tenured teachers will be observed a minimum of once a year. Nothing in this section should be construed as limiting the right of the administration to observe the teacher more frequently.

**Section 5 -- Personnel File/Teaching Staff**

- A. The contents of an individual teacher's personnel file shall not be available to the public unless required by law.
- B. Upon request and in the presence of an administrator of his/her designated representative, a teacher shall have access to his/her own personnel file, excluding confidential material such as pre-hire recommendations or evaluations, in the Central Administration Office during regular office hours. He/she shall be permitted to copy non-confidential documents in his/her file at the Central Administration Building. The teacher shall be entitled to be accompanied by a representative of the Association when examining his/her file.
- C. If any material is to be placed in a teacher's personnel file (other than the confidential material referred to in paragraph B of this Section), it must be shown to and a copy furnished to the teacher prior to it being placed in the file. The teacher will sign a statement to acknowledge receipt and may enter a response into the file.

**ARTICLE XII  
TEACHER LOAD**

**Section 1**

The daily student load of teachers in Grade 7-12 shall not exceed 125 pupils per day. However, in subject areas where scheduling flexibility is necessary for the proper implementation of the particular educational program involved, the daily load may exceed or be less than 125. These areas would include programs where physical facilities, curriculum content and organizational patterns such as team teaching and large group instruction warrant larger or smaller groups.

## **Section 2**

It is recognized that the number of preparations assigned to a teacher clearly affects the quality of the instructional program. Student load, grouping patterns, the number of consecutive classes and the involvement of the teacher in the school program, will be taken into consideration in assigning preparations.

## **Section 3**

The number of daily periods of classroom instruction in Grades 7-12 shall not exceed five (5). Where organizational changes warrant an increase, the administration may assign six (6) teaching periods with justification. If an individual teacher determines that his/her "teacher load" is not achieving the greatest possible educational good, he/she may request the Administration to examine and make recommendations to the Superintendent.

## **Section 4**

Effort shall be made to assign all teachers a forty (40) minute duty-free lunch period. To this end, each building principal shall meet with the building representative of his/her school and shall attempt to work out the scheduling problems involved. To the degree that additional personnel are required to make the section workable, the Board will allocate forty-five thousand dollars (\$45,000) on a districtwide basis; and the plan shall be achieved at no more than this amount of money districtwide.

## **Section 5**

Teachers shall not be required to schedule conferences during lunch periods, nor shall they be required to cover other teacher's classes for the purpose of scheduled parent conferences.

## **Section 6**

The District will make all reasonable efforts before October 1<sup>st</sup> of the current year, through assignments and adjustments, to attain class sizes within a student enrollment range limitation of 24-30 in Grade K-6.

## **Section 7**

A joint Board/Association Committee shall be established to study and make recommendations on teacher load, assignments, and class sizes of special subject teachers. The memberships of the Committee shall be designated by the Superintendent of Schools and the President of the Association. In addition, for the 2006/07 school year, a Board committee will be established to review Middle School programs and staff patterns in accordance with the Superintendent's letter to the CTA President dated September 6, 2006, a copy of which is attached.

## **Section 8**

All teachers working a regular session shall have forty (40) minutes of planning in addition to their duty-free lunch period each day.

## **Section 9**

Whenever possible, on a semester basis, the assignment of cafeteria duty in the secondary schools shall be rotated among the teachers of the school except teachers of Pupil Personnel Service positions (guidance counselors, psychologists, etc.), teachers who are not assigned a duty period pursuant to a separate existing written agreement between the District and the Association, and Library-Media Specialists shall not be included in the rotation.

## **Section 10**

A. Notwithstanding the provisions of Sections 1 and 3 hereof, effective February 1, 2007 and thereafter, to the extent that grades 7-12 are organized pursuant to a 9 period day, teachers shall be assigned on a regular basis pursuant to a schedule established in accordance with Article VII Section 2, to 5 professional/service periods per week, during two of which periods per week, assignments shall be determined by the building principal. Such assignments shall be limited to:

- 1) extra help, AIS or similar support to students using the AIS model
- 2) professional meetings
- 3) parent conferences
- 4) mentoring, to be confidential, non-supervisory and non-evaluative
- 5) curriculum review

- 6) textbook and material review
- 7) provide information for and feedback on IEPs, FBAs and BIPS
- 8) teacher preparation

NOTE: This list will be reviewed by the parties upon request by either side and may be modified by mutual agreements.

- B.** The remaining professional periods per week shall be for teacher preparation unless the teacher agrees to the performance of another professional activity from said list. Teacher preparation includes the interaction between the teacher providing student support pursuant to this section and the classroom teacher in accordance with the AIS support model.
- C.** To the extent that a teacher is assigned to extra help, AIS or similar student support pursuant to this section, the following shall apply:
- 1) Students assigned by the building Principal, shall or may attend voluntarily.
  - 2) The purpose shall be to remediate student performance.
  - 3) No lesson plans shall be required.
  - 4) No grades shall be issued to students assigned the program.
  - 5) No formal observations or evaluations shall be conducted. However, the principal shall be entitled to take reasonable steps to ensure that support services are delivered in accordance with this section.
  - 6) Class size on a particular day shall be limited to a maximum of 12 students.
  - 7) A reasonable effort will be made by the Principal to ensure that a teacher is assigned pursuant to this section within his/her area of certification to subjects which he/she has taught within the last 3 years.
  - 8) The distribution of assignments by the principal pursuant to this section shall be subject to review by the Superintendent of Schools.
- D.** To the extent that the District's Middle Schools remain organized pursuant to an 8 period day, the professional period shall be created during the time between the start of the teacher day and the start of the student day, or between student dismissal and the end of the teacher day on a per school basis.
- E.** The parties agree that the position of no teacher employed as of December 1, 2006 shall be eliminated solely by reason of the implementation of the AIS/Extra Help provision set forth above.
- F.** Elementary Professional Time: Pursuant to the extension of the elementary teacher day set forth in Article XIII, Section 1, the additional one-half hour addition to the elementary day shall be for the purpose of professional preparation.

## **ARTICLE XIII TEACHING DAY AND TEACHING YEAR**

### ***Section 1 -- Teaching Day***

- A.** Teachers' total workday shall not exceed six (6) hours and thirty (30) minutes at the elementary level and six (6) hours and forty (40) minutes at the secondary level. This increase in the workday shall not constitute justification for the assignment of six (6) teaching periods under Article XII, Section 3, or an additional duty period. Effective February 1, 2007 and thereafter, the length of the teacher day at all levels shall be 7 hours.
- B.** All teachers are required to stay for department meetings and faculty meetings until completion.
- C.** Notwithstanding the provisions contained in Paragraph A above, the twenty (20) minutes total of daily pre- and post-class time of teachers shall be class time for kindergarten teachers so long as Section 175.5 of the Commissioner's Regulations requiring two and one-half (2 ½) hours daily instruction to qualify for state aid remains in force and effect.
- It is the professional responsibility of teachers to provide extra help to pupils. If the teacher does not meet the said responsibilities, the Principal may direct the teacher to provide such extra help to pupils, which direction shall be reasonable.

## **Section 2 -- Teaching Year**

- A. (1) The teacher work year for 2010-2011 shall conform to the teacher calendar for said year, which is annexed hereto and made a part hereof, and marked "Schedule A." The said calendar can provide for one hundred eighty four (184) teacher workdays, including one (1) orientation day and one (1) conference day
- (2) In the event that schools are not closed because of inclement weather or other emergencies prior to April 1, 2011, then the schools shall be closed on May 26 and 27, 2011.
- B. The teacher work year for 2011-12 shall conform to a teacher calendar for said year, the arrangements of which shall be subject to consultation between the Board and the Association prior to May 1 of the preceding school year and the calendar shall become part of this Agreement. It is understood that the said calendar shall provide for all the conditions set forth under Paragraphs A(1) and A(2) of this Section. However, in the event that schools are not closed because of inclement weather or other emergencies prior to the commencement of the spring recess in any of the school years during the term of this contract, then the Memorial Day holiday for the year shall be extended for two (2) days; and if schools are closed for said reasons on only one (1) day prior to the Memorial Day holiday shall be extended by one (1) day. In the event schools are closed due to inclement weather or other emergencies for longer than two (2) days, the District shall designate the make-up days after consultation with the Connetquot Teachers Association.
- C. There shall be four (4) one-half days for students for the purpose of arranging parent-teacher conferences during the remainder of those days. The said four (4) one-half days shall be in addition to the parent-teacher conferences held on Election Day during which students shall not be in attendance. No more than two (2) one-half days in any one week and no more than two (2) consecutive one-half days shall be allowed. The selection of the days when students shall be in attendance for one-half of those days, as herein provided, shall be determined by the building principal after consultation with the building teachers. This paragraph shall apply only to Grades 1-9.
- D. During the fall semester all staff shall attend one (1) parent-teacher conference night to be scheduled by the administration.
- E. There shall be a parent-student counseling night scheduled by the administration during the spring semester at which all Guidance Counselors shall be in attendance. Said Guidance Counselors shall be given compensatory time off from their regular work day assignment for such attendance.

## **Section 3 -- End of Year Days (Elementary)**

The last three (3) days of the teacher calendar shall be one-half days for students in the elementary schools for the purpose of permitting elementary teachers to perform the necessary "end-of-year" work. The parties recognize the import and intent of regulation 175.5 of the Commissioner of Education; and so long as that regulation is in effect, the above clause shall not be effective. However, the District, in cooperation with the Association, shall make application within a reasonable period of time after the execution of this Agreement to obtain the Commissioner's approval for a variance of his regulation so that this clause may be applicable to as great an extent as possible.

## **Section 4 -- Individual Education Plan Committee**

A joint committee shall be established by the District and the Association consisting of three (3) members appointed by each of the parties for the purpose of studying and making recommendations to the Superintendent of Schools on the subject of the Individual Education Plan and its effect on the instructional responsibility and preparation time of Special Education Teachers.

## **Section 5 -- Individual Education Plan Days**

Special Education Teachers shall be relieved of student responsibility for at least two (2) days each school year for the preparation and writing of Individual Education Plans.

## **Section 6 – Professional Development**

Effective July 1, 2001, all teachers shall be required to attend 6 hours of staff development activities as determined by the Superintendent of Schools in consultation with the District Staff Development Committee, without additional compensation. Effective July 1, 2002, this obligation shall be increased to 10 hours. Effective July 1, 2003, and thereafter, this obligation shall be increased to 16 hours annually. Except as indicated below and excluding a maximum of 15 minutes to allow for travel between buildings, these activities shall be scheduled in two-hour increments contiguous to the end of the teacher workday on days when schools are otherwise in session.

On those occasions when the Superintendent determines to conduct staff development on other than a building-wide basis, the following principles shall apply:

Said session shall be of two hours duration and shall commence no later than 15 minutes after the end of the teacher workday at the last school to close from which teachers are participating in the session. Notwithstanding the above, for secondary school teachers, said sessions shall commence no later than thirty (30) minutes after the end of the secondary teacher workday during two such sessions in Year 1 of this agreement, two such sessions in Year 2 of this agreement and four such sessions in Year 3 of this agreement and thereafter.

A calendar of staff development sessions shall be created by the Superintendent of Schools and given to the staff no later than June 1<sup>st</sup> for the fall semester and no later than January 1<sup>st</sup> for the following spring semester. Staff development sessions missed by reason of use of sick leave entitlement on a school day shall be made up as determined by the principal in consultation with the teacher.

### **ARTICLE XIV TEACHER AIDES**

The involvement of teacher aides in the learning process, their degrees of supervision by teachers, and the line of demarcation between tasks and teacher assistance may be discussed and studied by the Superintendent or his representative and the representative of the C.T.A.

### **ARTICLE XV TEACHER LEAVE DAYS**

#### **Section 1 -- Number of Excused Leave Days**

##### **A. Teacher Leave Days**

Each teacher shall be entitled to fifteen (15) teacher leave days per employment year, during the course of the school year, for any and all reasons, including sick leave. The best judgment of the teacher shall be exercised in taking the aforesaid leave days, but said leave days shall not be taken for purposes of a holiday, vacation, or other employment. Notwithstanding the foregoing, no more than five (5) days may be used for personal business. The foregoing five (5) day limitation shall not apply to: (1) leave for bereavement, provided proof is presented to the Principal; (2) leave for illness in family, but when such leave is for more than two contiguous days, proof of such illness shall be required unless the teacher charges such leave to the aforesaid five (5) personal business days; (3) leave to respond to subpoena, except where the teacher is subpoenaed as a witness on his/her own behalf; (4) and leave for other personal reasons as may be approved by the Superintendent.

However, teachers who do not have tenure and who fail to complete employment until the end of the teacher work year shall have the days accrue at the rate of one and one-half days per month, commencing in September. Accounting will be done at the close of the school year or at the termination of the teacher's employment, whichever is sooner. Unused leave days are cumulative each year to a maximum of two hundred (200) days. Absence for jury duty, conference days, and professional visitation days shall not be deducted from the teacher leave day entitlement. However, any professional visitation days or conference days must have prior approval of the Superintendent.

## **B. Sick Leave Bank**

(1) At the commencement of the 1973-74 school year, a sick leave fund shall be established by the Board. At the establishment of the fund, and on the commencement of each school year thereafter, the Board shall deduct one (1) day from the accumulated sick leave of each teacher as provided in the preceding paragraph, who is in the employ of the Board or subsequently employed and said days shall be deposited into the said fund. The term "Accumulated Sick Leave" shall include any sick leave entitlement as may be provided in paragraph A above.

The annual deduction shall continue until the fund accumulates a number of days equal to three (3) times the number of teachers covered by this Agreement. However, during the period of accumulation, the use of the fund, as hereinafter provided, shall be restricted only to the extent of the number of days available in the fund.

In the event that the fund is reduced by the use thereof to less than one thousand (1,000) days, then at the commencement of the school year immediately following such event and, if necessary, at the commencement of each succeeding school year, a further deduction of one (1) sick day from the accumulated sick leave of each teacher shall be made until the fund exceeds nine hundred ninety-nine (999) days to the extent resulting from a uniform annual deduction.

(2) The said fund may be drawn upon by a teacher when:

(a) Personal accumulated sick leave as provided in Paragraph A, above, is exceeded; and

(b) Disability from teaching continues for at least fifteen (15) calendar days, which continuous disability is certified in writing by the teacher's physician.

The teacher's entitlement to draw upon the said fund shall continue throughout the entire period of disability excluding one-third (1/3) of the number of workdays of the fifteen (15) calendar day waiting period referred to in the preceding paragraph. In the event a teacher who has drawn upon the fund returns to active duty, he/she shall not be precluded from drawing on the fund for a subsequent disability whether occasioned by the previous cause or a new cause.

(3) No employee shall accumulate sick days during the period he/she is receiving the benefits of the sick leave bank.

(4) The District shall receive the Worker's Compensation benefits for lost earnings, if any, due to a disability for which the sick leave fund was used. To the extent of the sums received by the District from Worker's Compensation benefits, the District shall restore to the sick leave fund the equivalent number of days based upon 1/200 of the teacher's annual salary.

(5) The District shall have the right to have a teacher receiving the benefits of the sick leave bank examined by a physician of its own choosing. In the event that said physician has determined that the disability has ceased and/or that the employee can return to work, the District shall have the right to terminate the teacher's participation in the sick leave bank, subject to the teacher's right to grieve the determination of the District's physician, which grievance shall be commenced at Level IV of the Grievance Procedure. All other provisions of the Grievance Procedure shall prevail.

(6) A teacher disabled by reason of an incident covered by "no-fault" insurance shall not be covered by the sick leave fund. However, in the event the "no-fault" insurance carrier denies the coverage to the teacher or the "no-fault" benefit is less than the teacher would have been entitled to under the sick leave fund, then the District will reimburse the teacher for the difference; and the deduction from the sick leave fund shall be prorated. The District's responsibility under this provision shall commence immediately upon the denial of said coverage or the commencement of payment of the lesser benefit. The District shall be subrogated to the rights of the teacher, if any, in the event of a denial of coverage.

(7) After a teacher has received benefits under this fund for the same or related disability for a period of two (2) years, the District may institute proceedings, in which the teacher shall fully cooperate, to determine whether the teacher is eligible for disability retirement under the New York State Teachers Retirement System and, if eligible, the teacher will retire. In the event the teacher recovers from the disability, the teacher shall be restored to his/her position in the District at the salary level attained at the time of retirement. Effective July 1, 1982, after a

teacher has received benefits under this fund for the same or related disability for a period of two (2) years, he/she shall no longer receive any salary and/or fringe benefits. Thereafter, the teacher may elect to seek disability retirement under the New York State Teachers Retirement System and, if eligible, the teacher will retire. Alternatively, if the teacher is not granted disability retirement, he/she shall be placed on unpaid sick leave of absence (during which he/she shall receive no salary or fringe benefits), for a period not to exceed four (4) years. In the event the teacher recovers from the disability, the teacher shall be restored to his/her position in the District at the salary level attained at the time of disability. Any teacher who is receiving sick leave bank benefits on June 30, 1982, shall receive the same pursuant to the 1979-82 labor contract, and not the foregoing.

(8) Excluded from coverage under this sick leave fund are absences caused by intentional self-inflicted injury of any kind, absences caused by voluntary drug addiction, and absences resulting from a normal pregnancy not resulting in a disability. The District represents to the Association that the foregoing provision relating to a normal pregnancy is not in violation of the Human Rights Law of the State of New York or the Constitutions of the United States or the State of New York, and will defend and save the Association harmless.

(9) Except as provided in Paragraph A, the Board shall not be obligated for any additional sick leave in excess of the number of days accumulated in the sick leave fund as herein provided.

**(10) Benefits Payable**

(a) Teachers qualified under the contract for participation in the sick leave bank shall be paid full salary for the first sixty (60) days of coverage and shall thereafter be paid at 75% of their salary for the balance of time on the sick bank.

(b) A teacher who during his/her course of employment with the District has received benefits under the sick bank cumulatively for two (2) years shall, after said two (2) cumulative years of benefits, be entitled to receive 60% of his/her salary in the event of different or unrelated disability.

(c) Deduction against the sick leave bank pursuant to subsections 1 and 2, above, shall be made at the rate of 75% of a sick day and 60% of a sick day respectively.

(d) Notwithstanding anything set forth above, teachers who were on sick bank leave as of September 4, 1986 shall continue to receive full pay benefits.

(e) A teacher who has been granted disability retirement benefits from Connetquot employment and subsequently returns or has previously returned to active teacher service shall not be eligible for sick leave bank benefits.

C. A teacher who must be absent from his/her duties should notify the building principal or his/her designee as soon as possible so that a substitute may be provided. Upon the teacher's return to duty, he/she shall comply with local building procedures relating to the reporting of absence and state the use of such days as illness, personal business, or death in the family. In the event that more than three (3) continuous personal business days are used, the District shall have the right to inquire as to the reason for use of such leave; and the teacher will be required to give sufficient particulars without infringing upon the teacher's privacy.

It is acknowledged that personal business leave is intended to provide teachers with time off from work to accomplish personal activities that cannot be accomplished on other than a work day.

Notwithstanding the foregoing, personal leave days shall not be taken in conjunction with a weekend, school holiday, vacation period, preceding or following a sick leave day(s) unless the specific reasons therefore are given by the teacher to his/her immediate supervisor. In the event such reason does not fall within the definition of a personal leave day set forth above, the teacher shall not be paid for the day.

D. All teachers will prepare two (2) emergency lesson plans and have same available in the event of absence.

E. A joint District-Association committee shall be established to study and make recommendations to the parties concerning the furnishing of a physician's letter or employee affidavit after three (3) consecutive school days of absence due to personal illness. This committee shall meet quarterly.

## **Section 2 -- Professional Travel Days**

- A. The Association shall be granted a maximum of fourteen (14) professional paid travel days each school year, not to be cumulative, for the purpose of attending professional conferences, workshops, and similar functions. The President of the Association may designate a member of the Association to represent him/her at any of the above-mentioned functions, but at no time shall more than two (2) persons absent themselves to attend said functions at the same time.
- B. All Association professional travel days must be requested of and approved by the Superintendent of Schools.
- C. All expenses incurred at such conferences, workshops, or similar functions shall be the responsibility of the Association.

## **ARTICLE XVI EXTENDED LEAVES OF ABSENCE**

### **Section 1 -- Peace Corps, VISTA, and Teacher Corps**

- A. A teacher who joins and participates on a full-time basis in the Peace Corps, VISTA, or Teacher Corps, shall be granted a leave of absence without pay for a maximum of two (2) years.
- C. In the event the teacher claims teaching credit for salary purposes for the period of time of the aforesaid leave, the teacher must submit documentation to substantiate his/her claim. Such documentation will be evaluated by the Administration and the teacher will be placed on the appropriate step based on such evaluation by the Administration. It is understood that the evaluation is not subject to the arbitration provision of the grievance procedure.

### **Section 2**

- A. **Child Care Leave** -- An employee shall be granted a child-care leave for a period of up to twenty-four (24) months after the birth of the child for child-rearing purposes. Such leave shall commence not earlier than the date of birth of the employee's child. In the event an employee is disabled due to pregnancy and has exhausted her sick leave accumulation, the employee may commence the child-care leave prior to the birth of the employee's child. At the expiration of this period of time, the employee may apply for an extension of this leave beyond such twenty-four (24) months and such leave may be extended upon the recommendation of the Superintendent of Schools and the approval of the Board of Education.

A teacher may return to school duties prior to the leave time requested provided the employee is fully capable of performing the full role of the teacher. The returning teacher will be placed on the same step as when the employee was granted leave. The teacher is required to give written notification to the Superintendent of Schools of the intention to return at least thirty (30) days prior to the date of return. However, a teacher may not terminate his/her leave of absence and return to work at a time other than the beginning of fall or spring semester.

The parties encourage those teachers who intend to apply for a child-care leave of absence to schedule the commencement of said leave, where reasonably practicable, so as to commence their leave prior to or at the end of a semester.

Child-care leave shall be without pay.

- B. **Adoptive Leave** -- A child-care leave of absence shall be granted to an adoptive parent in accordance with Section 2A, above, except that said leave is to commence no sooner than one month after written notice of the date of adoption is given to the District.

### **Section 3 -- Effect on Probationary Period**

The duration of time of a leave of absence as provided in this article shall not be included in the probationary period of the teacher. The period of service accumulated prior to the said leave of absence shall be retained and the probationary service shall continue at the conclusion of the said leave of absence.

### **Section 4 -- Unpaid Leave of Absence**

Unpaid leave of absence for one (1) year for reasons other than those already specified in this Article XVI may be granted upon application. The Association may prepare and submit to the

Board a set of guidelines as a basis for such leave. The Board, however, shall not be bound by such guidelines.

## ARTICLE XVII GRIEVANCE PROCEDURE

### A. Basic Principles

(1) It is recommended that the normal professional channels be exhausted before a grievance be submitted. Professional channels (a), (b) and (c), as outlined below, are descriptive of the informal machinery which exists for the settlement of disputes in this District. A professional staff member may wish to proceed immediately to Step 1, as outlined below, when a grievance arises. However, if the situation warrants, it is recommended that he/she exhaust the provisions of a or b below before proceeding with Step 1 below.

The normal professional channels, as they exist in Connetquot, are:

- (a) The Complainant may have recourse to his/her supervisor, his/her building principal, Assistant Superintendent for Instruction, and finally the District Superintendent, in that order.
- (b) The Complainant may have recourse to the CTA Building Representative, who will present the complaint to the building principal, then to the CTA president, who will present the complaint to the District Superintendent.
- (c) The Complainant may have recourse to the CTA Professional Rights and Responsibilities Committee. If, in the judgment of the committee a grievance exists, it shall so advise both parties to the dispute. It shall so advise both parties what it considers an equitable basis for settlement. Should the Committee's recommendations be unacceptable to either or both parties, the grievance may pass to Step 1 as outlined below.

(2) Complainant with a personal grievance shall be guaranteed the right to appeal any policy or decision through duly established procedures with ample protection against any recrimination.

(3) Attempts shall be made at all steps of this procedure as well as during the normal professional channels to solve the problem presented. Expedient handling at all stages is desirable, and all time limitations set forth may be extended by mutual consent.

(4) It is understood and agreed that Complainant may at any stage of the grievance procedure withdraw his/her grievance provided that, if the grievance has reached the written stage, he/she must do so in writing.

(5) The provisions in this Agreement do not apply to those areas prohibited by State Law - Education Law 3102(3).

(6) Nothing contained in the provisions hereof shall be construed as revoking or diminishing the duty and responsibility of every teacher to obey and carry out promptly the provisions of all lawful orders and instructions. Orders and instructions must be carried out and grievance invoked subsequently, if warranted.

### B. Definitions

(1) The term "Board of Education" means the duly elected Trustees of the Connetquot Central School District of Islip, Bohemia, New York.

(2) The term "Superintendent" means the Superintendent of Schools.

(3) The term "Principal" means the principal of the school or his/her designee.

(4) The term "Teacher" means any teacher, supervisory personnel, guidance counselor, nurse-teacher, psychologist, librarian, and special teacher employed by the Connetquot Central School District of Islip.

(5) "Grievance" shall mean any claimed violation, misinterpretation, or inequitable application of the existing laws, policies, rules, procedures, regulations, or administrative orders and, in addition, work rules affecting this School District which relate to or involve employees' health or safety, physical facilities, materials or equipment furnished to employees, or supervision of employees. The term "grievance" shall not include any matter involving an employee's retirement benefits. Effective September 1, 2006, "grievance" shall be limited to a claimed violation, misinterpretation or inequitable application of the provisions of the agreement.

(6) "Group Grievance" is a grievance which affects more than one Complainant similarly situated and the relief sought can be applied to all the Complainants in one answer, or in like manner.

(7) The term "Complainant" shall mean the Connetquot Teachers Association, or any professional employee who submits a grievance.

(8) The term "Respondent" shall mean any person against whom a grievance is submitted.

(9) A "Party in Interest" is the person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve a grievance.

(10) The term "Observer" shall mean a representative of the Connetquot Teachers Association. The observer is a non-participant in the hearing.

(11) "Grievance Time Periods" shall exclude weekends, school holidays, and summer vacations (close of school to the opening of school). Every effort shall be made to speed a grievance situation pending prior to summer vacation periods. Alleged grievances occurring during the summer vacation period shall be processed after the school year commences. Any adjustment affecting salary shall be retroactive to the date of the grievance.

(12) "Counsel" shall mean an attorney-at-law or any designated representative.

(13) "Reviewing Authority" shall mean the principal or other supervisory personnel to whom a complaint is submitted.

(14) "Educator" shall mean any person professionally trained in the field of education.

(15) A grievance must be in the form of an affidavit sworn to by the Complainant before a Notary Public of the State of New York and shall contain the following information:

(a) Name and position of the aggrieved party, date of filing.

(b) Identity of the contract provision, if any, involved in the grievance.

(c) Time and place where the alleged events or conditions constituting the grievance existed.

(d) Identity of the party responsibly for causing the said events or conditions if known to the aggrieved party.

(e) A general statement of the nature of the grievance.

(f) A statement of the redress sought by the aggrieved party.

## **Grievance Procedure**

### **1. Step One**

a. Complainant shall, within sixty (60) days of the alleged grievance, prepare five (5) copies of the affidavit of his/her grievance; one copy of which shall be given to his/her principal, two copies to the Respondent, and two copies to be retained by the Complainant. The Respondent shall also submit to the principal (Superintendent if the principal is the Respondent) an answer in an affidavit.

b. The reviewing authority shall, within five (5) days, advise the Complainant and Respondent in writing of his/her findings and conclusions.

c. If the Complainant determines the findings and conclusions are not satisfactory, he/she may then avail himself/herself of the second stage, providing, However, he/she takes action not later than five (5) days after he/she has received written notice of the decision.

### **2. Step Two**

a. Complainant shall notify his/her principal, in writing, of his/her intention to appeal.

b. Complainant or Respondent shall notify the Superintendent of the grievance by forwarding to him a copy of the grievance previously submitted under Step One hereof and all pertinent findings and conclusions thereto.

c. The Superintendent must notify the parties involved of his findings and conclusions, in writing, within five (5) days.

### **3. Step Three**

If the Complainant or Respondent believes the decision at Step Two is not satisfactory, he/she may appeal the decision to the Board within fifteen (15) days. If the findings of the Board are inconsistent or not satisfactory to the Complainant or Respondent, he/she may utilize Step Four. The appeal must be processed within ten (10) days by the Board.

It is understood and agreed that, should the immediate supervisor or principal not comply with the time limitations set forth herein for making a decision, the Complainant may automatically proceed to the next step.

**4. Step Four -- Arbitration**

a. If the grievance arises out of a claimed violation of a provision of this contract, or term or condition of employment that is not contained in the contract, then the final appeal from the decision in Step Three shall be presented to the American Arbitration Association Educational Panel, provided that the Complainant or Respondent notifies the American Arbitration Association within five (5) days of the decision given in Step Three and notifies in writing the Complainant or Respondent at the same time. The procedure will then follow the guidelines as set by the American Arbitration Association Educational Panel, and its decision will be final and binding.

b. In any case, costs charged by the American Arbitration Association will be shared equally by the Board of Education and the Connetquot Teachers Association.

c. At their respective options, the Complainant or the Respondent may be accompanied by either an officer of the CTA or a supervisor of the District (Superintendent, Principal, Assistant Principal, Department Chairperson) and/or legal counsel at Step 4.

**ARTICLE XVIII  
SALARIES**

**Section 1**

Attached hereto and made a part of hereof are the Salary Schedule for 2010-11 marked as Exhibit B-1, and the Salary Schedule for 2011-12 marked as Exhibit B-2.

**Section 2**

**A. Salary Increase**

- (1) Effective July 1, 2010 - the 2009-10 salary schedule shall be improved by 1.25%
- (2) Effective July 1, 2011 - the 2010-11 salary schedule shall be improved by 1.25%

**B. Longevity**

- (1) Teachers who have completed twenty-two (22) years of District-credited service (salary-schedule credit) shall receive a \$1,250 longevity salary increase.
- (2) Teachers who have completed twenty-four years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.
- (3) Teachers who have completed twenty-six (26) years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.
- (4) Teachers who have completed twenty-nine (29) years of District-credited service (salary-schedule credit) shall receive an additional \$1,250 longevity salary increase.

**C. MA+90**

Effective September 1, 1981, there shall be no advancement to the M.A.+90 Doctorate Column of the Salary Schedule except for (a) any teacher who shall have earned at least 76 credits beyond the Masters Degree by said date and (b) any teacher who has entered into a doctoral program by said date. For all other teachers who obtain a Doctoral Degree, such teachers shall receive a salary increment of \$500 in addition to the M.A.+75 Column salary.

**D. Registered Nurses' Salaries**

- (1) Effective July 1, 2010 - the 2009-2010 salary schedule shall be improved by 1.25%
- (2) Effective July 1, 2011 - the 2010-2011 salary schedule shall be improved by 1.25%
- (3) Nurses shall be granted two (2) vertical steps for every fifteen (15) new credits provided they meet the following criteria. The courses taken for such credit shall be in the area of medicine, nursing, drug abuse, child abuse and/or psychology. The registered nurse work day shall not exceed six (6) hours and forty (40) minutes at all schools. The registered nurse work year shall not exceed two hundred ten (210) days.
- (4) Nurses' Longevity - Nurses who have completed twenty-two (22) years of district-credited service shall receive a \$750.00 longevity increase. Nurses who have completed twenty-four (24) years of district-credited service shall receive an additional \$750.00 longevity increase.

Nurses who have completed twenty-six (26) years of district-credited service shall receive an additional \$750.00 longevity increase. Nurses who have completed twenty-nine (29) years of district-credited service shall receive an additional \$750.00 longevity increase.

### **Section 3 -- Extra Pay Program**

Salaries for all extra and co-curricular activities shall be paid in accordance with the schedules attached hereto, for each of the school years of this Agreement. These represent increases to the same extent as referred to in connection with Section 2A above. Payment of coaches to be made by separate checks at the end of the coach's season.

### **Section 4 -- New Hires**

A. All teachers employed by the District after August 31, 1975, through September 1, 1982, shall be credited for salary purposes as follows:

(1) An employee will receive one (1) year of experience credit for each one (1) year of teaching service in a public or nonpublic institution or school which is accredited by the state in which the institution or school is located up to a maximum of nine (9) years, provided the employee was a certified teacher in the said state.

(2) A teacher who was not so certified, but who held a baccalaureate degree shall receive one (1) year of credit for each two (2) years of teaching service in said institution or school up to a maximum of nine (9) years of credit. No credit shall be granted for less than two (2) years of such experience.

(3) Notwithstanding the foregoing, with respect to teacher hired on and after the date of the expired Agreement, the Superintendent of Schools may deviate from the foregoing restrictions, provided that the Superintendent submit such deviation, with reasons there-for, in writing, to the ACE Committee on or before thirty (30) days of the hiring for its recommendation as to whether there should be a deviation and to what extent. The recommendation of the ACE Committee shall not be binding upon the Superintendent provided that, in acting upon the ACE Committee recommendation, the Superintendent is not arbitrary, capricious, or discriminatory.

B. Notwithstanding the foregoing, teachers hired after September 1, 1982, shall receive such teaching experience credit as may be granted by the District. However, such teacher shall be granted credit for prior full-time Connetquot teaching experience (regular or leave replacement) and for military service time as provided in the footnote to Schedule B.

### **Section 5 -- In-Service Agreement**

**FIRST:** Credit for horizontal salary schedule advances shall be granted in accordance with the following:

#### **A. Automatic credit shall be granted for:**

(1) All graduate courses offered by any accredited institution of higher education except:

(a) Courses which are totally irrelevant to the field of education, or

(b) Courses having as their principal purpose the attainment of a professional degree or license outside the field of education. (As example for illustrative purposes only and not by way of limitation: Law, Medicine, Dentistry, Real Estate, Insurance.) With respect to such courses, credit shall nevertheless be granted where the course has relevance to the teacher's duties for the Connetquot Central School District or where the course is recognized by the New York State Department of Education toward attaining any certification granted by said Department for positions in public school education. However, salary credit shall be granted for the attainment of a Masters or Doctorate degree notwithstanding that the degree is outside the field of education.

(2) Any undergraduate courses offered by any accredited institution of higher education:

(a) In the teachers' area or areas of certification, provided the course is not offered on a graduate level in Nassau-Suffolk area.

(3) All courses and/or workshops and/or seminars offered by BOCES, SCOPE, or Connetquot Public School District for which credit is assigned by those respective organizations. However, no more than twenty-five (25) of such credits may be used for salary advancements unless prior approval by the Superintendent is given to the courses in excess of twenty-five (25) credits. The foregoing restriction shall not apply where a salary advancement is based upon no more than twelve (12) such inservice credits.

B. Credit shall be granted for all other courses, workshops, seminars, and/or the preparation of mini-grant. Title IV(C), or equivalent grant proposals provided approval for the taking of the course or the preparation of the grant proposal is authorized by the Office of the Superintendent of Schools prior to the teacher taking the course or submitting the grant proposal to the funding institution. Approval shall be granted if the course is of benefit to the teacher in the performance of the teacher's duties or the grant for which a proposal is made is a benefit to the District. One (1) inservice credit shall be given for a grant proposal upon approval of the written proposal by the Office of Superintendent of Schools. In the event more than one teacher is involved in the writing of the grant proposal, a single (one) teacher shall be designated to receive the inservice credit as the person preparing the proposal. In the event that the grant proposal is approved by the granting institution and funds are received by the District by reason of such proposal, and the proposal was for a mini-grant or equivalent, then the designated teacher shall be given two (2) inservice credits. In the event that the District receives funding for a Title IV(C) or equivalent grant proposal, the teacher shall receive (3) inservice credits.

**SECOND:** The failure of a teacher to obtain the prior approval from the Office of the Superintendent of Schools, as described in Paragraph **FIRST B**, shall not be the sole basis for denial of credit for the course provided that the teacher submitted application for prior approval at least four (4) school days before the course commences except where circumstances beyond the teacher's control prevents the submission by such time. However, under any circumstances, the application must be submitted before the course commences.

**THIRD:** The procedure to obtain the prior approval of the Office of the Superintendent of Schools as set forth in Paragraph **FIRST B** shall be as follows:

The teacher must submit a "Prior Approval Form" accompanied by the course outline and/or description to the Office of the Superintendent of Schools. The Office of the Superintendent of Schools shall have four (4) school days to approve, disapprove or notify the teacher that additional information is needed to make a determination. If no response is given the teacher within the said period of time, the application will be deemed disapproved. Only in the event of a disapproval by the Office of the Superintendent of Schools, the teacher may submit the application and its attachments to the ACE Committee for its review and recommendation within ten (10) school days after notification of disapproval. If the ACE Committee recommends that approval be given, it shall forward its recommendation to the Office of the Superintendent of Schools and shall inform the Office of the Superintendent of Schools the basis of its recommendation. The ACE Committee must act within fifteen (15) school days after submission to it. The Office of the Superintendent of Schools shall either accept the recommendation of the ACE Committee by approving the credit applied for or he may reject the said recommendation. However, a rejection of the recommendation shall not be arbitrary or capricious. The Office of the Superintendent of Schools shall act upon the recommendation of the ACE Committee within fifteen (15) school days after submission of same to him.

**FOURTH:** Horizontal salary advancement for courses completed or completion of degree requirements shall be made only upon the teacher providing the District with evidence from the institution involved of successful completion of the course or, in the case of the attaining of a degree, the completion of the requirements for the degree and the conferral of the degree. Such advancement for courses completed or degrees conferred during the fall semester shall be made on February 1 or, if the evidence of completion or conferral is not provided in time for the February 1 adjustment, on the 2<sup>nd</sup> payday in April, during the spring semester on July 1, and during the summer semester on September 1 or, if the evidence of completion or conferral is not provided in time for the September 1 adjustment, on the 2<sup>nd</sup> payday in November. However, all adjustments shall be retroactive to the date of the completion of the courses and the degree requirements. July 1, 2010 through June 30, 2012 advancement for courses or degrees completed prior to September 1<sup>st</sup> shall be effective September 1<sup>st</sup>. Advancement for courses completed between September 1<sup>st</sup> and February 1<sup>st</sup> shall be effective February 1<sup>st</sup>. Salary adjustments shall be prospective only as of the September 1<sup>st</sup> or February 1<sup>st</sup> following the provision of evidence from the institution of successful completion of the course. This requirement shall sunset effective June 30, 2012 after

which the above provisions of this paragraph regarding horizontal salary advancement shall be reinstated.

**FIFTH:** No horizontal salary schedule advancement shall be granted beyond the Masters degree scale for credits earned prior to or simultaneously with the date of completion of requirements for the degree. Therefore, courses taken prior to the conferral of the Masters degree, but subsequent to the completion of the requirements for the degree shall be given credit for advancement beyond the Masters degree scale.

**SIXTH:** Notwithstanding anything here above set forth, the District agrees to place, prospectively from the date of September 7, 1984, all teachers who have attained or will attain a required sixty (60) credit Masters degree for certification in their specialty in the District on Masters step+30 of the Teachers' Salary Schedule.

**SEVENTH:** Notwithstanding any past practice or prior agreements between the parties, the Advisory Committee to Evaluate (ACE Committee) shall have no function whatsoever other than the functions described in this Agreement.

**EIGHTH:** Nothing herein contained shall prevent the parties granting credit for horizontal advancement in the salary schedule for other courses, workshops, or education as the Board of Education may agree to in writing. No such agreement shall be deemed to establish precedent or past practice.

**NINTH:** "CREDIT" means semester hour units as reported by the college or university. If the institution reports quarter-hour credits, same shall be converted as follows:

1 quarter-hour	=	3/4 semester hour
2 quarter-hours	=	1 1/2 semester hours
3 quarter-hours	=	2 1/4 semester hours
4 quarter-hours	=	3 semester hours

Credit for all other courses, workshops, and/or seminars shall be as stated by the organization giving said course, workshop, and/or seminar. If no credit is specified, credit shall be determined at the rate of one (1) inservice credit for each fifteen (15) fifty-minute sessions or the equivalent.

**TENTH:** A joint District-Association committee shall be established to study and make recommendations, if any, to the parties with respect to salary credit for inservice education. This committee shall meet quarterly.

## **ARTICLE XIX EQUAL EDUCATIONAL OPPORTUNITY**

The Association and the Board will seek to establish a task force composed of volunteer personnel from all levels of our community: Board members, administrators, teachers, students, and lay citizenry; to seek assistance and guidance from those willing to give it in order to promote the greater education opportunity for all children of the District. The Association supports and endorses Title I Programs and other programs designed to promote equal educational opportunity.

## **ARTICLE XX SUMMER EMPLOYMENT**

Teachers regularly employed in the District shall be hired for summer employment in preference to others, if all other factors are equal.

## **ARTICLE XXI ASSOCIATION RIGHTS**

### **Section 1 -- Physical Facilities**

- A. The Association may use school facilities according to the applicable school procedures for use of school buildings. The Association shall continue to use the bulletin boards assigned to them in each building.
- B. As the exclusive representative of the teachers, the Association shall continue to use the school mailboxes. The Association shall assume responsibility for the good taste of the material and the reasonableness of quantity of material. A courtesy copy shall be given to the

principal of the building by the CTA representative prior to its being placed in the mailbox. The above rights shall be applied to Association business only and no other teacher organization shall have this right. The Association shall designate one teacher in each building who shall have the authority to use the mailboxes and to identify Association material.

### **Section 2 -- Copies of the Agreement**

The Association will be provided with twelve (12) copies of the School Board's policies, rules, and regulations. Additional copies may be purchased by the Association. From time to time notices of deletions and copies of additions and amendments will be provided to the Association in similar numbers.

### **Section 3 -- Information for Negotiations**

The Board agrees to furnish the Association, upon request, such public information only as required by law.

### **Section 4 -- Released Time for the President of the Association or His/Her Designee**

- A. The President of the Connetquot Teachers Association, if he/she is a teacher in Grade 9 through 12, shall be excused from all non-teaching administrative assignments and shall be assigned no more than four (4) teaching periods per day in order to conduct and participate in the required business of the Association.
- B. In the event that an elementary school teacher is elected President of the Union, such teacher's assignment shall be no more than ninety (90) days per school year as a substitute teacher or resource teacher. Such assignment shall follow a biweekly three-day (Monday, Wednesday, Friday) two-day (Tuesday, Thursday) pattern during the school year with allowances for holidays. Said schedule shall be prepared by the District and given to the Union President with specific substitute assignments for each such biweekly period, two weeks in advance.
- C. The President may waive A and B of this **Section 4** and receive a full school year of absence without pay under the following conditions:
  - (1) the notification of the waiver shall be made to the Board no later than June 15 of the school year prior to the school year beginning the following September;
  - (2) the absence without pay shall be for the full school year and can be renewed for no more than a total of three (3) consecutive school years for the same individual by notification to the Board;
  - (3) if for the same individual, application for the fourth (4<sup>th</sup>) consecutive year for the same individual must be made to the Board which shall consider it but shall grant it only in its sole discretion;
  - (4) further consecutive leaves of absence for a full school year without pay for the same individual shall be at the sole discretion of the Board.

### **Section 5 -- Hires, Resignations, and Retirements**

The District shall furnish the names, salary placement, and assignment of newly employed personnel covered by this Agreement as they are approved and the CTA shall be notified of resignations and retirements of personnel covered by this Agreement as they are approved.

## **ARTICLE XXII INSURANCE**

### **Section 1 -- Dental Insurance**

The Board of Education shall provide the benefits of the Dental Plan to the same extent as those administered by J.J. Newman & Company as of July 1, 1992, except as may have been agreed to between the parties in writing, with 100% of the premium for the covered employee paid by the Board. Effective February 1, 2007, the benefits provided shall be those of the dental plan administered by Fitzharris and Company pursuant to the attached schedule with 100% of the cost thereof for the individual employee paid by the District. Effective for the 2009/10 school year and thereafter, the District shall annually contribute the further sum of \$25,000 above its 2005/06 contribution. The parties agree that on or before April 1<sup>st</sup> of any year, the CTA can give notice to the District of its intention to assume total responsibility for the administration of the dental insurance program for unit members. Said assumption of responsibility shall become effective the

July 1<sup>st</sup> immediately following said notice. Notwithstanding the assumption of responsibility set forth herein, the District's obligation to contribute shall remain as per this paragraph. The parties agree that provided the Dental Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice to and consultation with the CTA. The additional benefits will apply to covered dependents; however, the additional premium therefore will be paid by those employees electing dependent coverage.

**Section 2 -- Health Insurance**

A. The Board of Education shall provide the New York State Empire Health Insurance Plan with Medical and Psychiatric Enhancements (or its successor plan) as the exclusive health insurance plan for the District. The cost of the premium for participation in this plan shall be paid by the District for individual/family coverage. The parties agree that provided the Health Insurance Plan benefits are maintained, the Board shall have the right to change administrators and/or insurance carriers upon prior notice to and consultation with the CTA. Effective for the 2006/07 school year and thereafter, members of the bargaining unit shall be required to contribute to the cost of individual/family coverage as follows:

2004/05	0% of the cost of said premium
2005/06	0% of the cost of said premium
2006/07	8% of the cost of said premium
2007/08	11% of the cost of said premium
2008/09	15% of the cost of said premium
2009/10 and thereafter	15% of the cost of said premium

(1) In the event an employee's spouse is covered by an insured prescription plan, the spouse's prescription must be first submitted under the spouse's prescription plan.

B. The District shall pay the full cost of individual health insurance premiums for all retirees who maintain enrollment in the District health insurance program upon retirement. For retirements effective September 1, 2006 and thereafter, retirees who maintain enrollment in the District health insurance program shall contribute to the cost of individual premium pursuant to the following schedule:

Retirements effective July 1, 2006 – June 30, 2007	8%
Retirements effective July 1, 2007 – June 30, 2008	11%
Retirements effective July 1, 2008 and thereafter -	15%

Bargaining unit members whose effective dates of retirement are between July 1, 2007 and June 30, 2012, and who otherwise qualify for health insurance in retirement pursuant to this contract, shall be entitled to receipt of an individual contract establishing rights to health insurance coverage in retirement pursuant to the model attached hereto as Appendix A. Notwithstanding any provisions of the so-called Triborough Law or Doctrine to the contrary, this provision shall sunset effective June 30, 2012.

Said payments shall be made during the term of this contract. Retirees may continue family health insurance coverage at their own cost. Such retirees may continue Empire family health insurance coverage at a cost to the District that does not exceed the minimum employer's cost pursuant to statute and the provisions of the plan. As to employees hired after January 18, 2007, the District's contribution to the cost of health insurance for retirees shall be limited to those employees who have completed at least 20 full years of service with the District as of the date of retirement.

C. A teacher may waive enrollment in the health insurance plan provided:

(1) The teacher gives written notice to the District that he/she waives health insurance coverage under the applicable District health insurance plan no less than thirty (30) days prior to the effective date of termination of coverage under the District's plan, but in any event, no less than the minimum notice required by the rules and regulations of the appropriate District plan.

(2) The employee provides the District with an affidavit attesting to his/her enrollment in an alternate health insurance plan.

(3) Six months after the date of termination of coverage and semi-annually thereafter, the District shall pay to the said teacher, by separate check, an amount equal to 50% of the

District's cost for premium (individual or family coverage) had the teacher participated in Empire health insurance coverage during the previous six months.

(4) The District shall reinstate coverage to any teacher whose coverage was terminated pursuant to this provision under the following conditions:

- (a) Reinstatement shall be limited to the selection of Empire Health Insurance coverage.
- (b) Reinstatement shall be authorized only pursuant to the rules and regulations of the Empire Health Insurance Plan.

### **Section 3 -- Unpaid Leaves of Absence**

The District shall provide for those on unpaid leaves of absence the continuation of the afore-said insurance plan, provided the employee reimburses the District each month for the premiums paid by the District during said leave.

### **Section 4 -- Life Insurance**

The group life insurance in effect shall be for each member of the Unit in the face amount of Fifty Thousand Dollars (\$50,000).

### **Section 5 -- Flexible Benefits**

On or before January 1, 1998, the District shall have in effect an Internal Revenue Code Section 125 Flexible Benefits Plan.

## **ARTICLE XXIII COACHING APPOINTMENTS**

When a coach is to be removed from or not reappointed to his/her coaching position, he/she shall be notified in writing by the Board not later than sixty (60) calendar days after his/her season has closed, but in no event later than thirty (30) calendar days after the end of the school year. A teacher who serves as a coach in the same coaching position for three (3) consecutive years uninterrupted by termination of service and who is then appointed to serve as coach for a fourth (4<sup>th</sup>) consecutive season or does not receive the notice above after the third (3<sup>rd</sup>) consecutive season and who thereafter receives notice of removal or notice of nonreappointment from his/her coaching position as provided above, upon his/her request in writing, shall be given reasons for removal. Such request in writing must be delivered to the Office of the Superintendent of Schools within ten (10) days from the time of receipt of such notice of removal or nonreappointment. The reasons for said removal or nonreappointment shall be delivered to the teacher in writing within ten (10) days. Such teacher shall have the right to have a plenary hearing before the Board of Education to determine whether the removal was arbitrary or capricious. Such teacher must request such a hearing by notifying the Superintendent of Schools in writing within ten (10) days of receipt by him of the reasons as provided for above. Said hearing shall then be held and determination made within thirty (30) days after receipt of the demand for the hearing. The determination by the Board of Education shall be final and binding, except that such determination may be reviewed under Article 78 of the CPLR. Notwithstanding the above, a coach whose teaching services are terminated by reason of excessing or abolishing of position shall not be entitled to notice of reason and the plenary hearing provided for above.

Effective September 5, 1986, the provision set forth above shall only be applicable during the term of this contract to those coaches who have achieved permanent status as of September 5, 1986, said Article XXIII shall no longer be applicable to coaches who have not achieved permanent status as of September 5, 1986, as well as to all subsequent coaching appointments. For the purpose of the foregoing paragraph, the following shall be applied:

- A. The prior consecutive service of coaches presently in position shall be counted in implementing the above provisions.
- B. Continuity of service shall not be deemed to be interrupted by leaves of absence or for periods during the year when no teaching or coaching service is required.
- C. Coaching positions referred to shall mean each coaching position set forth in the extra pay program for which there is separate compensation provided. By way of illustration only, the

Varsity Football Coach, Varsity Assistant Football Coach, Junior Varsity Football Coach, and Freshman Football Coach are considered for the purpose of this provision as separate coaching appointments. By way of further illustration, a teacher who is employed as a Varsity Coach for two (2) years and a Junior Varsity Coach for two (2) years will not have three (3) years of continuous service as a coach to be entitled to the protection of this provision.

#### **ARTICLE XXIV RETIREMENT INCENTIVE**

- A. A retirement incentive of \$25,000 plus an amount equal to one day's pay for every two days of unused accumulated sick leave entitlement, measured at the time of termination of service from the District, to a total maximum of \$50,000, will be paid to a teacher who meets the following eligibility requirements:
- (1) subject to the provisions of paragraph B hereof, resigns at the end of a school year,
  - (2) subject to the provisions of paragraph B hereof, gives written notice of such retirement to the district by January 1<sup>st</sup> of the school year of retirement, and
  - (3) has actually served at least twenty years in the District as of the effective date of retirement, except for teachers hired prior to January 18, 2007, in which case, the service eligibility requirement shall be ten years of district service as of the effective date of retirement; and
  - (4) Retirees from the New York State Teachers' Retirement System effective June 30 of the first year he/she is eligible to retire from the Retirement System without penalty.
- B. A teacher is eligible for the incentive referred to in paragraph A only in the first year when he/she has fulfilled the requirements set forth in sub-paragraphs (3) and (4) above.
- C. The benefit shall be paid not later than July 5<sup>th</sup> of the year of resignation, in a lump sum, or at the option of the teacher, one-half by July 5<sup>th</sup> and one-half on January 5<sup>th</sup>, if legally permissible.
- D. This incentive shall not be available for teacher terminated for cause.  
A teacher who elects to receive the above incentive shall not be entitled to the retirement salary adjustment provided below.
- E. When a teacher shall notify the Superintendent, in writing, of his/her planned retirement one (1) year in advance, ten percent (10%) shall be added to the final salary adjustment.
- F. Notwithstanding the provisions of Paragraph A (4) above, for retirements effective June 30, 2007 only, teachers who were first eligible to receive the incentive referred to herein prior to June 30, 2007 and who elected not to avail themselves thereof shall be eligible for an incentive equal to 1 day's pay for every 2 days of unused accumulated sick leave entitlement, measured at the time of retirement to a maximum of \$25,000. Payment of this incentive shall be conditioned upon satisfaction of the remaining requirements of this article except that notice of retirement shall be submitted on or before February 1, 2007, and shall similarly disqualify a teacher from receiving the benefit of Paragraph E above.

#### **ARTICLE XXV SMOKE FREE SCHOOLS**

No smoking shall be permitted in the buildings or on the grounds of the Connetquot School District.

#### **ARTICLE XXVI MISCELLANEOUS**

##### **Section 1**

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and further negotiations will not be had on any item, whether contained herein or not, except by mutual consent and as may be required by law.

##### **Section 2**

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

**Section 3**

If any provision or application of this Agreement shall be found contrary to law, then only that provision or application will be deemed invalid; but all other provisions will continue in full force and effect.

**Section 4**

This Agreement shall supersede all conflicting rules, regulations, practices, and policies of the District; and its provisions shall be incorporated into and be considered part of the established policies of the Board.

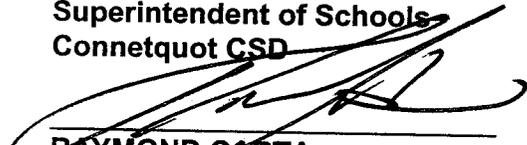
**Section 5**

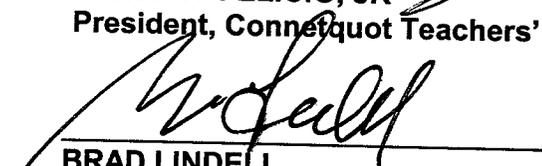
The Board and the Association will furnish each other with a written notice of official action ratifying this Agreement. This Agreement will be effective July 1, 2010, and will terminate on June 30, 2012.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 15 day of November 2010.

  
ALAN B. GROVEMAN  
Superintendent of Schools  
Connetquot CSD

  
ANTHONY FELICIO, JR  
President, Connetquot Teachers' Association

  
RAYMOND CARTA  
President, Board Of Education

  
BRAD LINDELL  
Vice President, Negotiations

**APPENDIX A**

AGREEMENT by and between the BOARD OF EDUCATION, CONNETQUOT CENTRAL SCHOOL DISTRICT (hereinafter referred to as the DISTRICT) and \_\_\_\_\_, an employee of CONNETQUOT CENTRAL SCHOOL DISTRICT, residing at \_\_\_\_\_ (hereinafter referred to as the EMPLOYEE)

WHEREAS, the DISTRICT has agreed in its labor contract, revised January \_\_, 2007, with the CONNETQUOT TEACHERS' ASSOCIATION, to grant participation in the DISTRICT's Health Plan to the extent hereafter described for certain employees who retire on or after July 1, 2007; and

WHEREAS, the EMPLOYEE was actively employed by the DISTRICT on and before July 1, 2007; and

WHEREAS, this agreement has been made between the DISTRICT and the EMPLOYEE to establish a binding contractual obligation on the part of the DISTRICT to continue certain health benefits for the life of the retired EMPLOYEE, as the same is more particularly described below, during the EMPLOYEE's retirement.

NOW, THEREFORE, it is agreed as follows:

1. The EMPLOYEE represents to the DISTRICT that he/she is, or shall be on the effective date of retirement, fifty-five (55) years of age or older and will qualify for ordinary service retirement under the terms, provisions and regulations of the New York State Teachers' Retirement System.
2. The EMPLOYEE represents to the DISTRICT that he/she shall retire from active service effective on the day following date of resignation and that the EMPLOYEE has simultaneously submitted herewith a written resignation to the DISTRICT.
3. The DISTRICT herewith agrees to grant retiring EMPLOYEE's health coverage under conditions described as follows:

For staff hired prior to January 1, 2007:

<b>Retirements effective July 1, 2006 – June 30, 2007 -</b>	<b>8%</b>
<b>Retirements effective July 1, 2007 – June 30, 2008 -</b>	<b>11%</b>
<b>Retirements effective July 1, 2008 through June 30, 2010 -</b>	<b>15%</b>

Dated: \_\_\_\_\_

\_\_\_\_\_  
BOARD OF EDUCATION, CONNETQUOT  
CENTRAL SCHOOL DISTRICT

Dated: \_\_\_\_\_

\_\_\_\_\_  
EMPLOYEE

Dated: \_\_\_\_\_

\_\_\_\_\_  
Certified Clerk of the Board

**Schedule A**  
**2010-11 Calendar**

July-10						
S	M	T	W	T	F	S
				1	2	3
4	H <sub>5</sub>	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August-10						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September-10						
S	M	T	W	T	F	S
			TO <sub>1</sub>	SC <sub>2</sub>	3	4
5	H <sub>6</sub>	FD <sub>7</sub>	8	H <sub>9</sub>	H <sub>10</sub>	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October-10						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	H <sub>11</sub>	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November-10						
S	M	T	W	T	F	S
	1	TC <sub>2</sub>	3	4	5	6
7	8	9	10	H <sub>11</sub>	12	13
14	15	16	17	18	19	20
21	22	23	H <sub>24</sub>	H <sub>25</sub>	H <sub>26</sub>	27
28	29	30				

December-10						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	H <sub>23</sub>	H <sub>24</sub>	25
26	H <sub>27</sub>	H <sub>28</sub>	H <sub>29</sub>	H <sub>30</sub>	H <sub>31</sub>	

January-11						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	H <sub>17</sub>	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February-11						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	H <sub>21</sub>	H <sub>22</sub>	H <sub>23</sub>	H <sub>24</sub>	H <sub>25</sub>	26
27	28					

March-11						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April-11						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	H <sub>18</sub>	H <sub>19</sub>	H <sub>20</sub>	H <sub>21</sub>	H <sub>22</sub>	23
24	H <sub>25</sub>	26	27	28	29	30

May-11						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	SN <sub>26</sub>	SN <sub>27</sub>	28
29	H <sub>30</sub>	31				

June-11						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	LD <sub>24</sub>	25
26	27	28	29	30		

<b>H = SCHOOLS CLOSED</b>	
July 5	Independence Day
Sept 6	Labor Day
Sept 9-10	Rosh Hashanah
Oct 11	Columbus Day
Nov 2	Election Day
Nov 11	Veteran's Day
Nov 24-26	Thanksgiving Recess
Dec 23-31	Holiday Recess
Jan 17	M.L. King, Jr. Day
Feb 21-25	Winter Recess
Apr 18-22	Spring Recess
Apr 25	Easter Monday
May 30	Memorial Day

<b>Key</b>	
FD	First Day of School (9/7/10)
H	Holiday
LD	Last Day of School (6/24/11)
SC	Superintendent's Conference Day * (9/2/10)
TC	Teacher Conference Day * (11/2/10)
TO	Teacher Orientation Day * (9/1/10)
SN	Snow Days - Schools Closed pending no snow days
* Schools Closed for Students 9/1/10, 9/2/10, 9/3/10, 11/2/10	

<b>Academic Year</b>	
Total days of Instruction	181
Teacher Orientation Day	1
Superintendent's Conference Day	1
Parent-Teacher Conference Day	1
<b>Total Calendar Days</b>	<b>184</b>

<b>Days of Instruction</b>			
Sep	16	Feb	15
Oct	20	Mar	23
Nov	17	Apr	15
Dec	16	May	21
Jan	20	Jun	18
	<u>89</u>		<u>92</u>

If there are no school closings due to emergencies and/or inclement weather, schools will not be in session on May 26 and May 27. If there are more than two (2) school closings during the year due to emergencies and/or inclement weather, schools will be open in the following sequence to comply with state requirements - May 26, 27, April 18 and April 25.

SCHEDULE B-1 CONNETQUOT CENTRAL SCHOOL DISTRICT

2010-2011 TEACHERS' SALARY SCHEDULE (1.25%)

STEP	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60	MA75	DR
1	46835	48294	49444	50985	54784	56211	58635	60707	62709	64704	MA90 66711
2	51057	52520	54518	56556	59209	61711	64202	66242	68246	70245	72200
3	53555	55024	57019	59058	61711	64202	66730	68739	70737	72734	74738
4	56056	57558	59516	61550	64202	66730	69240	71273	73241	75237	77235
5	58558	60052	62016	64053	66730	69240	71737	73779	75777	77731	79730
6	61092	62550	64553	66548	69240	71737	74235	76273	78271	80266	82227
7	63589	65051	67046	69088	71737	74235	76729	78771	80775	82769	84725
8	66092	67548	69549	71584	74235	76729	79238	81267	83263	85265	87264
9	68589	70080	72041	74085	76729	79268	81728	83803	85768	87766	89761
10	71086	72580	74583	76578	79268	81771	84265	86304	88299	90261	92261
11	73620	75084	77080	79115	81771	84265	86763	88800	90803	92798	94764
12	76119	77578	79579	81620	84265	86763	89255	91298	93298	95297	97298
13	78619	80078	82080	84111	86763	89255	91803	93795	95796	97794	99793
14	81111	82615	84568	86610	89255	91803	94293	96330	98298	100287	102288
15	83647	85115	87105	89103	91803	94293	96794	98831	100833	102793	104784
16	86150	87617	89611	91639	94293	96794	99290	101329	103329	105329	107287
17	88646	90106	92103	94147	96794	99290	101794	103828	105825	107826	109823
18	91145	92607	94602	96638	99290	101794	104327	106327	108324	110319	112322
19	93640	95149	97107	99140	101794	104327	106821	108862	110820	112817	114825
20	97621	99043	100898	102832	105339	107742	110113	112046	113905	115803	117693

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law.

Military Service Credit - With respect to teachers employed after September 4, 1975, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more." All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

N-1  
NURSES' 2010-2004 SALARY SCHEDULE

STEP	SALARY	STEP	SALARY
1	43548	11	51323
2	44325	12	52100
3	45103	13	52878
4	45880	14	53655
5	46658	15	54433
6	47436	16	55211
7	48213	17	55987
8	48990	18	56765
9	49767	19	57542
10	50545	20	58320

STEP	BA	BA15	BA30	BA45	MA	MA15	MA30	MA45	MA60	MA75	DR
1	47420	48898	50062	51622	55469	56914	59368	61466	63493	65513	MA90 67545
2	51695	53177	55199	57263	59949	62482	65005	67070	69099	71123	73103
3	54224	55712	57732	59796	62482	65005	67564	69598	71621	73643	75672
4	56757	58277	60260	62319	65005	67564	70106	72164	74157	76177	78200
5	59290	60803	62791	64854	67564	70106	72634	74701	76724	78703	80727
6	61856	63332	65360	67380	70106	72634	75163	77226	79249	81269	83255
7	64384	65864	67884	69952	72634	75163	77688	79756	81785	83804	85784
8	66918	68392	70418	72479	75163	77688	80228	82283	84304	86331	88355
9	69446	70956	72942	75011	77688	80259	82750	84851	86840	88863	90883
10	71975	73487	75515	77535	80259	82793	85318	87383	89403	91389	93414
11	74540	76023	78044	80104	82793	85318	87848	89910	91938	93958	95949
12	77070	78548	80574	82640	85318	87848	90371	92439	94464	96488	98514
13	79602	81079	83106	85162	87848	90371	92951	94967	96993	99016	101040
14	82125	83648	85625	87693	90371	92951	95472	97534	99527	101541	103567
15	84693	86179	88194	90217	92951	95472	98004	100066	102093	104078	106094
16	87227	88712	90731	92784	95472	98004	100531	102596	104621	106646	108628
17	89754	91232	93254	95324	98004	100531	103066	105126	107148	109174	111196
18	92284	93765	95785	97846	100531	103066	105631	107656	109678	111698	113726
19	94811	96338	98321	100379	103066	105631	108156	110223	112205	114227	116260
20	98841	100281	102159	104117	106656	109089	111489	113447	115329	117251	119164

When a teacher shall notify the Superintendent in writing of his/her planned retirement one (1) year in advance, 10% shall be added to the final salary adjustment as per Policy #9300.

Course work for salary credit in advancing to the BA+45, BA+60, MA+60 columns must have been accrued after the July 1, 1960 salary adjustment. The same provision shall not alter the intent of Section 3103 of the Education Law.

Military Service Credit - With respect to teachers employed after September 4, 1975, the following shall apply:

"Two years of credit (vertical step) will be allowed all professional employees whose teaching service wherever served has been interrupted by continuous military service for a period of eighteen (18) months or more." Military service credit provision of 1973-75 Agreement shall apply to teacher employed prior to September 4, 1975, as follows: "Two years of credit (vertical step) will be allowed all professional employees whose lives have been interrupted by continuous military service for a period of eighteen (18) months or more."

All teachers required to work an extended teaching day, month or year, shall be reimbursed on a pro rata basis.

N-2  
NURSES' 2011-2012 SALARY SCHEDULE

STEP	SALARY	STEP	SALARY
1	43548	11	51323
2	44325	12	52100
3	45103	13	52878
4	45880	14	53655
5	46658	15	54433
6	47436	16	55211
7	48213	17	55987
8	48990	18	56765
9	49767	19	57542
10	50545	20	58320

**SCHEDULE C**

**Extra Pay Program - The following schedules shall prevail if the program is offered.**

<b>HS Clubs</b>	<b>number</b>	<b>2010-11</b>	<b>2011-12</b>
Achievement Test Instructor	2	\$2,294	\$2,323
Aerospace Club	1	\$1,149	\$1,163
Animation Club	1	\$1,077	\$1,090
Book Club	1	\$2,056	\$2,082
Brain Busters	1	\$1,351	\$1,368
Business Dept. Lead Teacher( Not funded since 06-07)	1	\$4,108	\$4,159
Business Summer Co-op Education	1	\$5,391	\$5,458
Ceramics	1	\$1,149	\$1,163
Class Advisor Grade 9	2	\$1,538	\$1,557
Class Advisor, Grade 10	2	\$1,735	\$1,757
Class Advisor, Grade 11	2	\$2,255	\$2,283
Class Advisor, Grade 12	2	\$3,654	\$3,700
Computer Club	1	\$2,183	\$2,210
Coordinator/Audio	1	\$2,496	\$2,527
DECA	1	\$3,965	\$4,015
DECA, Assistant	1	\$2,049	\$2,075
DECA, School Store	1	\$5,558	\$5,627
Dist. Ed. Summer Work Coordinator (Not funded since 06-07)	1	\$5,391	\$5,458
District WebMaster	1	\$4,373	\$4,428
Drama Club	1	\$3,144	\$3,183
Dramatics, Fall Play	1	\$3,475	\$3,518
Dramatics, Spring Play	1	\$3,475	\$3,518
Fine Arts Club	1	\$3,458	\$3,501
Foreign Language Honor Society	1	\$2,183	\$2,210
Future Business Leaders	1	\$2,659	\$2,692
Future Corp	1	\$2,056	\$2,082
Future Teachers	1	\$2,659	\$2,692
Future Secretaries	1	\$1,351	\$1,368
Habitat for Humanity	2	\$2,056	\$2,082
Helping Hands	1	\$2,427	\$2,457
Home Economics Club	1	\$2,285	\$2,314
Honor Society	1	\$1,351	\$1,368
Honor Society Assistant	1	\$1,077	\$1,090
Interact Club	1	\$2,176	\$2,203
International Club	1	\$1,258	\$1,274
Literary Magazine Sponsor	1	\$2,449	\$2,480
Math League	1	\$1,149	\$1,163
Model U.N.	1	\$2,441	\$2,472
News Club	1	\$2,612	\$2,645
Newspaper	1	\$4,434	\$4,489
Production Technical Advisor (Per Prod.)	1	\$1,742	\$1,764
Renaissance Club	1	\$2,570	\$2,602
SADD	1	\$2,056	\$2,082
Scholastic Coordinator	1	\$1,924	\$1,948
Stage Crew (Per Prod./ Max 3/ year)	1	\$1,742	\$1,764
Student Exchange	1	\$1,964	\$1,989
Student Government	1	\$2,525	\$2,557
Student Government Assistant	1	\$1,735	\$1,757

Weightlifting Club	1	\$2,441	\$2,472
Yearbook	1	\$5,971	\$6,046
Yearbook Assistant .	1	\$3,475	\$3,518
Homework Club (not funded since 2007-08)	1	\$1,706	\$1,727
Fashion Club (BOE approved to replace Homework Club)	1	\$1,706	\$1,727

<b>MIDDLE SCHOOL Clubs</b>	<b>number</b>		
6th Grade Intramurals	2	\$1,800	\$1,823
Intramurals Assistant RMS (formally Aerospace Club-changed 10/9/07)	1	\$1,149	\$1,163
Art Club -	2	\$1,800	\$1,823
Audio Visual Coordinator	2	\$2,229	\$2,257
Cheerleading (OBMS only effective 10/9/07)	1	\$1,792	\$1,814
Yearbook Assistant RMS (formally Cheerleading -changed 10/9/07)	1	\$1,792	\$1,814
Chess Club (Not funded since 06-07)	2	\$1,568	\$1,588
Community Service Club (OBMS only effective 10/9/07)	1	\$1,800	\$1,823
Mock Trial RMS (formally Community Service-changed 10/9/07)	1	\$1,800	\$1,823
Computer Club	2	\$1,800	\$1,823
Chamber Orchestra RMS (formally Conservation Club-changed 10/9/07)	1	\$1,250	\$1,266
Craft Club, Grade 7 & 8	2	\$1,800	\$1,823
Craft Club, Grade 6	2	\$1,800	\$1,823
Drama Club	2	\$2,189	\$2,216
Film Club	2	\$1,800	\$1,823
Foreign. Language Club	2	\$1,323	\$1,340
Homework Club	2	\$1,706	\$1,727
Honor Society	2	\$1,149	\$1,163
Industrial Arts Club	2	\$1,800	\$1,823
Leaders Club	2	\$2,441	\$2,472
Literary Magazine	2	\$2,189	\$2,216
Math League	2	\$1,149	\$1,163
Millennium Generation	2	\$1,680	\$1,701
Multimedia School Communications (OBMS)	1	\$1,800	\$1,823
News Club	2	\$2,525	\$2,557
Newspaper	2	\$3,061	\$3,099
Photography Club - (RMS ONLY)	1	\$1,800	\$1,823
Quarterly	2	\$2,427	\$2,457
School Store	2	\$1,512	\$1,531
Science Research Club	2	\$1,792	\$1,814
Security Watch	2	\$1,736	\$1,758
Show Choir	2	\$2,457	\$2,488
Stage Crew (Per Production)	2	\$1,018	\$1,031
Student Council	4	\$2,182	\$2,209
Talent Varsity Coordinator -(OBMS ONLY)	1	\$1,149	\$1,163
Yearbook	2	\$2,584	\$2,616
Yearbook Assistant (OBMS ONLY)	1	\$1,711	\$1,732
Yorker - Social Studies Club	2	\$1,800	\$1,823

<b>Elementary clubs</b>	<b>number</b>	<b>2010-11</b>	<b>2011-12</b>
	7/building	\$1,052	\$1,065

Title	number	2010-11	2011-12
<b>MUSIC</b>			
Accompanist Districtwide Elem. Chorus	1	\$ 1,115	\$ 1,129
Accompanist Musical Theatre Presentation	3	\$ 1,379	\$ 1,396
After School Activity/Session	1	\$ 72.22	\$ 73.13
Activity - Per Hour (Not to exceed 73.75 hours per year for NYSSMA, Jazz Ensemble, AllCounty & Showcase of Arts )		\$ 51.50	\$ 52.15
Choreographer (Major Musical)	1	\$ 2,153	\$ 2,180
Conductor Districtwide Elem. Band	1	\$ 1,770	\$ 1,793
Conductor Districtwide Elem. Chorus	1	\$ 1,770	\$ 1,793
Conductor, High School (Major Musical)	1	\$ 1,770	\$ 1,793
District Recorders, Elementary (Districtwide)	1	\$ 1,770	\$ 1,793
Elementary Orchestra	1	\$ 1,770	\$ 1,793
High School Jazz Ensemble	1	\$ 1,770	\$ 1,793
High School Assoc. Marching Band Director	1	\$ 4,355	\$ 4,409
High School Kickline	1	\$ 6,274	\$ 6,352
High School Marching Band Assistant	3	\$ 3,488	\$ 3,532
High School Marching Band Director	1	\$ 5,227	\$ 5,292
High School String Ensemble Director	3	\$ 1,770	\$ 1,793
High School Vocal Director - Major Musical	1	\$ 1,770	\$ 1,793
Middle School School Choreographer	1	\$ 1,138	\$ 1,152
Middle School Jazz Ensemble	2	\$ 2,427	\$ 2,457
Middle School Kickline	2	\$ 3,797	\$ 3,844
Middle School Major Musical Presentation	2	\$ 2,894	\$ 2,930
Middle School Show Choir	2	\$ 2,427	\$ 2,457
Major Musical Presentation	1	\$ 4,923	\$ 4,985
Major Musical Production	1	\$ 1,770	\$ 1,793
Musical Theater Club, High School	1	\$ 2,663	\$ 2,697
National Art Honor Society	1	\$ 1,770	\$ 1,793
TriM Music Honor Society	1	\$ 1,770	\$ 1,793
Sound Advisor - Per Production	1	\$ 1,721	\$ 1,743
Vocal Jazz Ensemble, High School	1	\$ 1,770	\$ 1,793
<b>PER HOUR:</b>			
Curriculum Writer		\$ 60.83	\$ 61.59
Home Teacher		\$ 50.23	\$ 50.86
IEP Assistant		\$ 39.80	\$ 40.29
In-Service Instructor		\$ 88.97	\$ 90.08
Intramurals		\$ 34.51	\$ 34.94
Intramurals - 1-1/2 hours		\$ 51.50	\$ 52.15
Proctors (Per diem rate. Will match sub-teacher pay rate.)		\$ 93.77	\$ 94.94
Program Developer for Computer Software		\$ 42.55	\$ 43.08
Recreation		\$ 23.56	\$ 23.85
Spec. Ed. Work Study Coordinator		\$ 44.36	\$ 44.92
Summer School		\$ 63.46	\$ 64.25
Swimming Registration		\$ 23.56	\$ 23.85
Title I Personnel		\$ 42.55	\$ 43.08
<b>PER ACTIVITY:</b>		\$ -	\$ -
Timers, Scorers, Cameraman		\$ 64.86	\$ 65.67
Chaperones		\$ 64.86	\$ 65.67
Any teacher who is scheduled to more than one school building housing students in the course of a day will be paid \$XXX over his/her annual salary.		\$ 796	\$ 806

Title	Number	2010-11	2011-12
Summer School		\$ 63.46	\$ 64.25
Swimming Registration		\$ 23.56	\$ 23.85
Title I Personnel		\$ 42.55	\$ 43.08
PER ACTIVITY:			
Timers, Scorers, Cameraman		\$ 64.86	\$ 65.67
Chaperones		\$ 64.86	\$ 65.67

Any teacher who is scheduled to more than one school building housing students in the course of a day will be paid \$XXX over his/her annual salary.		\$ 796	\$ 806
<b>BOYS SPORTS:</b>			
Football - Varsity	1	\$ 7,056	\$ 7,145
Football - Varsity Assistant	2	\$ 5,108	\$ 5,172
Football - JV	2	\$ 5,108	\$ 5,172
Football - JV2	2	\$ 5,108	\$ 5,172
Football - Grades 7 & 8	4	\$ 3,940	\$ 3,989
		\$ -	\$ -
Basketball - Varsity	1	\$ 7,056	\$ 7,145
Basketball - Varsity Assistant	1	\$ 5,108	\$ 5,172
Basketball - JV	1	\$ 5,108	\$ 5,172
Basketball - JV2	1	\$ 5,108	\$ 5,172
Basketball - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Swimming - Varsity	1	\$ 7,056	\$ 7,145
Swimming - Varsity Assistant	1	\$ 5,108	\$ 5,172
Swimming - MS	2	\$ 3,687	\$ 3,734
Baseball - Varsity	1	\$ 6,091	\$ 6,167
Baseball - JV	1	\$ 4,601	\$ 4,658
Baseball - JV2	1	\$ 4,601	\$ 4,658
Baseball - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Soccer - Varsity	1	\$ 5,544	\$ 5,614
Soccer - JV	1	\$ 4,019	\$ 4,069
Soccer - JV2	1	\$ 4,019	\$ 4,069
Soccer - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Wrestling - Varsity	1	\$ 7,056	\$ 7,145
Wrestling - JV	1	\$ 5,108	\$ 5,172
Wrestling - JV2	1	\$ 5,108	\$ 5,172
Wrestling - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Cross Country - Varsity	1	\$ 5,566	\$ 5,636
Cross Country - Middle School	2	\$ 3,940	\$ 3,989
Track - Varsity	1	\$ 6,091	\$ 6,167
Track - Varsity Assistant	1	\$ 4,601	\$ 4,658
Track - Varsity Assistant (split B&G)	1	\$ 4,601	\$ 4,658
Track - Middle School	2	\$ 3,940	\$ 3,989
Track - Middle School Assistant	2	\$ 3,940	\$ 3,989

Winter Track - Varsity	1	\$ 7,056	\$ 7,145
Winter Track - Varsity Assistant	1	\$ 5,108	\$ 5,172
Winter Track - Varsity Assistant (split B&G)	1	\$ 4,601	\$ 4,658
Gymnastics - Varsity	1	\$ 6,091	\$ 6,167
Gymnastics - Middle School	2	\$ 3,687	\$ 3,734
Bowling - Varsity	1	\$ 7,056	\$ 7,145
Tennis - Varsity	1	\$ 6,091	\$ 6,167
Tennis - JV	1	\$ 4,601	\$ 4,658
Tennis- Middle School	2	\$ 3,940	\$ 3,989
Golf - Varsity	1	\$ 6,091	\$ 6,167
Golf - JV	1	\$ 4,601	\$ 4,658
Lacrosse - Varsity	1	\$ 6,091	\$ 6,167
Lacrosse - Varsity Assistant	1	\$ 4,601	\$ 4,658
Lacrosse - JV	1	\$ 4,601	\$ 4,658
Lacrosse - JV2	1	\$ 4,601	\$ 4,658
Lacrosse - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Volleyball - Varsity	1	\$ 6,091	\$ 6,167
Volleyball - JV	1	\$ 4,601	\$ 4,658
Volleyball - JV2	1	\$ 4,601	\$ 4,659
Volleyball - Grade 7 & 8	2	\$ 3,940	\$ 3,989
Coach for Handicapped*	1	\$ 5,224	\$ 5,289
Athletic Coordinator - High School	2	\$ 7,726	\$ 7,823
Athletic Coordinator - Middle School	2	\$ 7,726	\$ 7,823

\* 2nd position for elementary students funded through Special Education grant funds - as needed and BOE approved

## GIRLS SPORTS

Field Hockey - Varsity	1	\$ 5,544	\$ 5,614
Field Hockey - JV	1	\$ 4,019	\$ 4,069
Field Hockey - JV2	1	\$ 4,019	\$ 4,069
Field Hockey - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Basketball - Varsity	1	\$ 7,056	\$ 7,145
Basketball - JV	1	\$ 5,108	\$ 5,172
Basketball - JV2	1	\$ 5,108	\$ 5,172
Basketball - Grades 7 & 8	2	\$ 3,940	\$ 3,989
Golf - Varsity Team started in 2008-09	1	\$ 6,091	\$ 6,167
Golf - JV started in 2008-09	1	\$ 4,601	\$ 4,658
Gymnastics - Varsity	1	\$ 6,091	\$ 6,167
Gymnastics - Varsity Assistant			
	1	\$ 4,601	\$ 4,658
Gymnastics - Middle School	2	\$ 3,940	\$ 3,989

Cheerleading (2 seasons each) - Varsity - Per Season	1	\$ 3,857	\$ 3,905
Cheerleading (2 seasons each) - JV - Per Season	1	\$ 3,224	\$ 3,264
Cheerleading (2 seasons each) - Grade 9 - Per Season	1	\$ 3,011	\$ 3,048
Cheerleading (2 seasons each) - Grades 7&8 - Per Season	2	\$ 3,011	\$ 3,048
Lacrosse - Varsity			
Lacrosse - Varsity Assistant	1	\$ 6,091	\$ 6,167
Lacrosse - JV	1	\$ 4,601	\$ 4,658
Lacrosse - Grades 7 & 8	1	\$ 4,601	\$ 4,658
	2	\$ 3,940	\$ 3,989
Volleyball - Varsity			
Volleyball - JV	1	\$ 6,091	\$ 6,167
Volleyball - JV2	1	\$ 4,601	\$ 4,658
Volleyball - Grade 7 & 8	1	\$ 4,601	\$ 4,658
	2	\$ 3,940	\$ 3,989
Softball - Varsity			
Softball - JV	1	\$ 6,091	\$ 6,167
Softball - JV2	1	\$ 4,601	\$ 4,658
Softball - Grade 7 & 8	1	\$ 4,601	\$ 4,658
	2	\$ 3,940	\$ 3,989
Cross Country - Varsity			
	1	\$ 5,544	\$ 5,614
Track - Varsity			
Track - Varsity Assistant	1	\$ 6,091	\$ 6,167
Track - Middle School	1	\$ 4,601	\$ 4,658
Track - Middle School Assistant	2	\$ 3,940	\$ 3,989
	2	\$ 3,940	\$ 3,989
Winter Track - Varsity			
Winter Track - Varsity Assistant	1	\$ 7,056	\$ 7,145
	1	\$ 5,108	\$ 5,172
Tennis - Varsity			
Tennis - JV	1	\$ 5,544	\$ 5,614
Tennis- Middle School	1	\$ 4,019	\$ 4,069
	2	\$ 3,940	\$ 3,989
Swimming - Varsity			
Swimming - Varsity Assistant	1	\$ 6,480	\$ 6,561
	1	\$ 4,528	\$ 4,584
Soccer - Varsity			
Soccer - JV	1	\$ 5,544	\$ 5,614
Soccer - JV2	1	\$ 4,019	\$ 4,069
Soccer - Grades 7 & 8	1	\$ 4,019	\$ 4,069
	2	\$ 3,940	\$ 3,989

**Provisions of the Coaching Salary Schedule**

**Coaching Longevity**

**For those coaches coaching the same sport in the Connetquot School District only:**

**5 years or more +250**

**10 years or more +250**

**15 years or more +250**

**20 years or more +250**

**(Out of District Coaching Experience does not count for Longevity Award)**

**(The foregoing shall apply to Athletic Coordinators)**

**II Extended Coaches Season**

**The official length of the coaching season will be set forth by Section XI each year. Any team or individual advancing beyond the League, Conference, and/or County Championships leading to the State Finals, the coach shall be entitled to an additional \$300 per week provided that competition extends beyond the official length of the sports season set forth by Section XI. Any assistant coach or junior varsity coach authorized to join the team during an extended season shall be entitled to an additional \$150 per week provided that competition extends beyond the official length of the sports season set forth by Section XI.**