

NEGOTIATED AGREEMENT

BETWEEN

HEWLETT-WOODMERE UNION FREE SCHOOL DISTRICT

AND

HEWLETT-WOODMERE FACULTY ASSOCIATION

July 1, 2022 – June 30, 2028

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NEGOTIATED AGREEMENT BETWEEN
HEWLETT-WOODMERE UNION FREE SCHOOL DISTRICT
AND THE
HEWLETT-WOODMERE FACULTY ASSOCIATION

This Agreement entered into this 4th day of April, 2023 by and between Hewlett-Woodmere Union Free School District (hereinafter referred to as "District") and the Hewlett-Woodmere Faculty Association (hereinafter referred to as "Association" and/or "HWFA").

WHEREAS, the parties hereto have negotiated with respect to the terms and conditions of employment of the employees included in the Unit covered by this Agreement, and

WHEREAS, the parties recognize that the education and welfare of the children of the school district are paramount in the operation of the schools and in order to promote such purposes.

NOW THEREFORE, the parties hereto agree as follows:

WITNESSETH:

ARTICLE I RECOGNITION

The District recognizes the Association as the exclusive negotiating agent for the term of this negotiated agreement of all regularly appointed regular and special certified teachers of the District, including library media specialists, nurse teachers, reading specialists and speech teachers, whether full or part time, and hourly certified teachers, but excluding all employees set out in the administrative and supervisory unit and all other employees of the District.

This recognition is granted in acknowledgment of receipt of evidence, as stipulated in the Public Employees' Fair Employment Act that the Association is the authorized representative of over 50 percent of the personnel identified above.

ARTICLE II RIGHTS AND RESPONSIBILITIES OF THE BOARD OF EDUCATION

The Board of Education is responsible for the operation and control of the school system and its personnel as set forth in Section 1709 of the Education Law of the State of New York. This includes, but is not limited to, the right to control educational affairs, hire teachers, and establish budgetary, taxing and other financial policies.

ARTICLE III PRINCIPLES

- A. Attaining Objectives - Attainment of objectives of the educational program of the District requires mutual understanding and cooperation between the District and the Association.

Free and open exchange of views is desirable and necessary.

- B. Responsibility - Instructional personnel are responsible for maintaining high standards of competence. The Association shares with the Board and the Superintendent of Schools responsibility for an awareness of the total educational needs of the community and it shares with other school employee associations the responsibility to assist in developing policies and programs designed to improve school operation. Continued success of the educational program in the community depends upon staff effectiveness, which in turn depends upon satisfactory terms and conditions of employment.
- C. Role of the Superintendent - The Board of Education and the Association recognize the Superintendent of Schools as the Board's Executive Officer and the Chief Administrator of the District and a focal point of responsibility within the school system. They recognize that the Superintendent exercises professional leadership, and that this involves the encouragement of administrators and teachers alike to engage in the development of forward looking proposals for study and adoption by the Board and the Administration in matters of professional and educational growth and welfare.
- D. Individual Freedom - Individual staff members may join or refrain from joining any employee organization of their own choosing. Membership shall not be a prerequisite for employment or continuation of employment of any employee.
- E. Rights of Minorities and Individuals - The legal rights inherent in New York State Law and in the rulings and regulations of the Commissioner of Education affecting personnel are in no way abridged by this Agreement.

ARTICLE IV AREAS FOR NEGOTIATION

Representatives of the District and the Association shall meet and bargain in good faith to reach mutually satisfactory agreements on matters related to terms and conditions of employment, pursuant to the Public Employees' Fair Employment Act.

ARTICLE V NEGOTIATION PROCEDURES

- A. Representation - The District and the Association shall each designate representatives to comprise their respective negotiation teams. These teams will meet for the purpose of discussing and reaching mutually satisfactory agreements.
- B. Representation Authority - The Association and the District agree that no final agreement shall be executed without ratification by the Association and the Board, but that the parties mutually pledge that their representatives will be clothed pursuant to applicable provisions of the Taylor Law with all necessary power and authority to make proposals, consider proposals, and reach tentative agreement in the course of negotiations. Once such tentative agreement has been reached on individual articles, they will be initialed by both parties and will be understood to stand as tentative agreements, which each negotiating committee shall recommend.

- C. Requests and Meetings - Upon written request of either party, a meeting at a mutually agreed upon place and on a mutually established date shall take place on or before January 1st. At that meeting, each party shall present to the other their respective proposals for negotiations. Within two (2) weeks of that meeting, the parties will meet again for the purpose of exchanging their final proposals. No new proposals will be added thereafter except upon mutual consent.
- D. Conducting Negotiations - Both parties agree to conduct such negotiations in good faith, to deal openly and fairly with each other on all matters and to continue regular meetings until an understanding is reached on the proposals.
- E. Information - Both parties shall furnish to each other, upon reasonable request, data and information in their possession which are pertinent to the proposals under consideration. The District agrees to make available to the Association the printed proposed budget to be distributed at the budget hearing, as soon as it is printed, Treasurer's reports, and District census data.
- F. Consultants - The parties may call upon consultants to assist in preparing for negotiation, and to advise them during negotiation sessions. The expense of such consultants shall be borne by the party requesting them. Notice of the intention to include such consultants at a meeting should be given to all parties concerned in advance.
- G. Study and Research - Joint committees may be formed by mutual consent. The cost of joint committees shall be shared equally by the parties involved.
- H. Agreements - Negotiated agreements will be submitted to the Superintendent and the Association in final written form for signature. Upon ratification of the negotiated agreement by the Board of Education and Association it shall become binding upon the Board of Education, the District, the Association and their respective agents, servants and employees.
- I. Distribution of Agreement - The Association shall distribute a copy of the final agreement to members of the negotiating unit and shall pay for such copies. If the District and the Association jointly prepare copies of the contract, the parties shall share proportionately the costs for the number of copies each requires.

ARTICLE VI ASSOCIATION RIGHTS

- A. The Association has the right to use school mailboxes and interschool mail services, including electronic mail, for properly identified official communications of the Association. The Board shall not be responsible for the official quality of the communications placed in the mailboxes.
- B. School buildings may be used for Association meetings. Any overtime costs for the custodial staff shall be borne by the Association.

- C. Announcements related to Association business may be made at faculty meetings.
- D. Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt the normal school operations or the duties or assignments of the teachers.
- E. The Association shall be furnished with bulletin board space in each school building for the posting of notices of its activities and matters of Association concern.
- F. The Association shall be advised of any major revision in fiscal, budgetary, tax, construction and destruction programs, or education policy which are under consideration; and the Association shall be given at least thirty (30) days after having been advised within which to communicate advice to the Board with respect to said matters.
- G. Announcements of Association meetings may be made over the public address system in such a way and at such a time as not to interrupt classroom instruction.
- H. The Association shall have the right to address new teachers on orientation day, for a period not to exceed fifteen (15) minutes. An Association representative shall consult with the central office to establish the scheduling of such address.
- I. Five (5) copies of the agenda and addendum for each regular Board meeting will be transmitted to the Association no later than the morning of the day prior to such meeting or as soon prior to such meeting as the same is available.
- J. The Association may address the Board of Education during the portion of its meetings reserved for public comments, within the time limits set forth.
- K. Minutes received and approved by the Board will be transmitted to the Association as soon as possible following each meeting. The Association may examine the book of enclosures provided at each Board meeting, as soon as it is available prior to the Board meeting. Following the Board meeting, the Association may request and shall be provided with copies of enclosures from the book and shall pay the regular twenty-five (25) cents fee per page for such copies.
- L. The Association shall be permitted the opportunity to interview all finalists recommended to the Superintendent by the District's interviewing team for administrative and supervisory positions and to make a written report about each candidate interviewed for inclusion in the candidate's application file. The report shall specify both the candidate's strengths and weaknesses, as noted by the Association and may or shall contain a recommendation as to the candidate.

The District shall notify the Association that the finalists have been selected. The Association, in turn, shall identify three (3) dates within the next seven (7) school days

when the Association will be available to interview the finalists. The District shall then schedule the interviews between the Association and the finalists on the dates identified. The written report shall be submitted to the District's Department of Human Resources within three (3) school days after the last interview with the finalists is conducted.

- M. The Association shall be entitled to nine (9) days for union business without charge and two (2) additional days for union business at the minimum sub rate, all subject to prior approval by the Superintendent of Schools or his/her designee. The Association President shall certify the use of such days in writing to the Superintendent. In the event the full allocation of union business days has been exhausted, the Association may borrow additional days from the following year's allocation of union business days, up to a maximum of eleven (11) days. In the event that in a given year the full allocation of union business days is not used, such days may be accumulated to a maximum of fifteen (15) days beyond the current year's allocation. The District may, at its discretion and upon request by the Association, approve more than the indicated eleven (11) days per year. Such approval, if granted, shall not be binding nor precedent-setting in the future.
- N. Effective with the 2005-2006 school year, the school calendar shall include one-half day early release of elementary school children during the final week of the elementary instructional year for the purpose of facilitating the completion of end-of-year duties of teachers.
- O. The District will permit the Association to install and maintain, at its own expense, a telephone in each building. The District shall designate the location for such installation. The District may direct that the locations of telephones be changed dependent upon its determination of building needs. The District shall give the Association thirty (30) days' notice to discontinue a telephone installation. In such case an alternative location will be approved. The District will consider locations suggested by the Association. The District shall have no further obligation with respect to Association telephones than provided herein.
- P. The District shall furnish the Association with a copy of the master schedules for the Middle School and High School within thirty (30) school days of the start of the Fall and Spring semesters. Master teacher schedules for the elementary schools shall be furnished within thirty (30) school days after the Fall start of school.

ARTICLE VII INDIVIDUAL TEACHER RIGHTS

- A. Probationary Teachers will be notified in writing by the principal of non-recommendation for continued employment not later than March 1st, except that for the final probationary year, the teacher will be notified of such non-recommendation by March 1st if the probationary period begins on September 1st, and in all other cases not later than three (3) months prior to the expiration of probationary period.
- B. Teachers shall receive instructions and directions from professional administrative or supervisory personnel or their designees. This includes directions and orders issued over

the public address system. Non-teaching or non-certified personnel shall not interfere with the performance of any teacher's program or duties.

- C. Appointments between parents and teachers shall not be scheduled without prior notice to and prior consultation with the teacher.
- D. Reprimands of teachers shall be in private.
- E. Teachers shall have the right to inspect their individual personnel folders in the presence of the Superintendent or the Superintendent's representative upon advance notice. No evaluative material will be placed in a teacher's personnel folder unless the teacher has had an opportunity to review the material and sign it, which signing will in no way be considered approval thereof. The teacher shall also have the right to submit a written answer to such material within thirty (30) school days. The teacher's written response, if any, will be reviewed by the Superintendent or the Superintendent's representative and attached to the evaluative material.
- F. Except where there is imminent danger, the administration will recommend to any parent or guardian making an oral complaint about a teacher that an appointment be set up for a meeting with the teacher.

In the event that an electronic or written communication is received which is critical of a teacher, the teacher shall be given a copy of such communication as soon as possible.

In the event that any material which is placed in a teacher's file is found to be false, misleading, or inaccurate, the documentation indicating that it is false, misleading, or inaccurate and/or covering letter so indicating shall be appended to that material and a copy shall be provided promptly to the teacher. In no event shall the existence of material which is found to be false, misleading, or inaccurate be voluntarily communicated to any person or agency.

- G. The parties have incorporated by reference into this Agreement their agreement upon the procedures contained in the amended Annual Professional Performance Review Plan.
- H. All monitoring and/or observation of the work performance for evaluation of a teacher shall be conducted openly and with the full knowledge of the teacher being monitored or observed. Whenever an administrator or supervisor enters a classroom, whether scheduled or not, he/she shall make his/her presence known to the teacher.
- I. Each probationary teacher shall be formally observed for evaluation each year only by administrative and/or supervisory employee(s) of the District. Following each formal evaluative observation, the observer will meet as soon as practicable with the teacher to discuss the observation. A written report of the observation shall be sent to the teacher within ten (10) school days after the meeting.
- J. When any teacher is formally observed for evaluation, all provisions of paragraphs E, F, G, H, and I shall be followed.

K. Any complaint received by the Administration about a teacher shall be shared promptly with the teacher involved.

L. When a teacher has been asked to meet with an administrator or supervisor and such administrator or supervisor has reason to believe the interview may lead to discipline, the teacher shall have the right to be accompanied by a union representative. "Discipline" for the purpose of this Section means action that may lead to reprimand, fine, suspension or dismissal.

Where a teacher has the right to be accompanied by a union representative, the District shall provide the teacher with written notice that the teacher is entitled to be accompanied by a union representative. Except in the case of emergency, the notice shall be given to the teacher at least ten (10) hours before the meeting. A reasonable adjournment of up to twenty-four (24) hours will be allowed upon request for the teacher to secure his/her union representative. A teacher who declines representation shall so indicate on the notice.

M. The parties incorporate by reference into this Agreement their agreement on the procedures for the Mentoring Program, effective September 2008.

ARTICLE VIII HOURLY CERTIFIED AND PART-TIME TEACHERS

A. Hourly Certified Teachers

1. Rate of Pay - Persons employed as hourly certified teachers shall be paid at the rate established for strategies and skills.
2. Benefits - Persons employed as hourly certified teachers shall not be entitled to any benefits referenced in Article XI, nor shall they be entitled to any absences or paid leave as referenced in Articles XXXI or XXXII.
3. Faculty Meetings - Attendance at faculty meetings is not required for hourly certified teachers.

B. Part-Time Teachers

1. Salary -
 - a. Part-time teachers shall be paid that fraction of their appropriate salary which equals the fraction of their instructional assignment as compared with full time teachers in areas of similar responsibility.
 - b. Part-time teachers will accrue time in tenths and move in half-steps at the beginning of each year in which first eligible. They will continue to accrue the balance, if any.
 - c. A part-time teacher must work an equivalent of .5 or more FTE for the entire year in

order to move a half-step the following year.

2. Benefits - For teachers first hired after September, 1976 and who serve in less than half-time (1/2) positions, District premium contributions for Health, Dental, Vision and Life Insurance shall be limited to one-half (1/2) of the amount of District premium contributions for full time teachers for the same benefit coverages. District premium contributions for all other teachers shall be in accordance with the provisions of Article XI, Sections A, B, C, D, E and F.
3. Faculty Meetings - Teachers with at least half-time (1/2) employment must attend all faculty meetings. Part-time teachers with less than half-time (1/2) assignments shall attend a pro-rated number of faculty meetings, to be scheduled with the principal's approval.

ARTICLE IX SALARY

A. Salary Schedules

1. 2022-2023 - The salary schedule for the school year July 1, 2022 through June 30, 2023 shall be created by increasing the 2021-2022 schedule by 1%. Unit members will be paid increment effective July 1, 2022. The 2022-2023 salary schedule is attached hereto as Schedule B-1.
2. 2023-2024 - The salary schedule for the school year July 1, 2023 through June 30, 2024 shall be created by increasing the 2022-2023 schedule by 1%. Unit members will be paid increment effective July 1, 2023. The 2023-2024 salary schedule is attached hereto as Schedule B-2.
3. 2024-2025 - The salary schedule for the school year July 1, 2024 through June 30, 2025 shall be created by increasing the 2023-2024 schedule by 1%. Unit members will be paid increment effective July 1, 2024. The 2024-2025 salary schedule is attached hereto as Schedule B-3.
4. 2025-2026 - The salary schedule for the school year July 1, 2025 through June 30, 2026 shall be created by increasing the 2024-2025 schedule by 1%. Unit members will be paid increment effective July 1, 2025. The 2025-2026 salary schedule is attached hereto as Schedule B-4.
5. 2026-2027 - The salary schedule for the school year July 1, 2026 through June 30, 2027 shall be created by increasing the 2025-2026 schedule by 1%. Unit members will be paid increment effective July 1, 2026. The 2026-2027 salary schedule is attached hereto as Schedule B-5.

6. 2027-2028 - The salary schedule for the school year July 1, 2027 through June 30, 2028 shall be created by increasing the 2026-2027 schedule by 1%. Unit members will be paid increment effective July 1, 2027. The 2027-2028 salary schedule is attached hereto as Schedule B-6.

B. Salary Payments

All unit members shall be paid on a semi-monthly basis, September to June, as all other 10-month district employees, according to the following methods:

1. One-twentieth of the annual salary, less deductions; or
2. One-twenty-second of annual salary through June 15th, and three-twenty-seconds of annual salary on final payment in June, less deductions.
3. The District will not be responsible for a Pennies Report.

The second salary payment in June shall take place on the last business day of June. Teachers who have not elected to be paid via direct deposit as of April 4, 2023 may continue to be paid by paper check. All other teachers will be paid via direct deposit but may elect to also receive a paper stub.

C. Column Movement

1. All courses to be used for column movement must be pre-approved by the District.
2. Unit members may move only one (1) salary schedule column per year. The written request, on a District form provided for that purpose, and required documentation may be submitted only once each school year on or before December 31st. The one permitted column change resulting from courses completed and/or degrees awarded on or before December 31st shall be granted effective February 1st of the same school year. In the event that the required paperwork is not submitted on December 31st, the cash payment that ordinarily would have been granted on February 1st shall not be paid until the next effective date for column movement (i.e. the February 1st of the next following school year and shall be calculated on a pro rata basis from the date of submission of the required documentation of credit or degree acquisition). In such event the actual column movement shall commence on the next following school year on February 1st.
3. A minimum of one-half (1/2) of the credits leading to each change from one salary schedule column to another must be for graduate credits completed by the unit member from a fully recognized or accredited institution of higher learning.

D. Step Increments for Full-Time Teachers Working Less Than a Full School Year

1. If a full-time teacher works ninety-three (93) or more paid days, inclusive of paid days of absence, within the regular school calendar year, then the individual shall advance

one full step on the salary schedule, effective upon the commencement of the following school year.

2. If a full-time teacher works fewer than ninety-three (93) paid days, inclusive of paid days of absence, within the regular school calendar year, then the individual shall not advance a step on the salary schedule upon the commencement of the following school year. When the cumulative number of days worked since last receiving a step increase reaches ninety-three (93) or more paid days, inclusive of paid days of absence, then the individual shall advance one full step on the salary schedule, effective upon the commencement of the following school year.
3. This provision does not apply to an individual who leaves the employ of the District without having been granted a leave of absence by the District.

E. The Asterisks - All salary rates in the Agreement designated by an (*) shall be increased as follows: 1% effective July 1, 2022; 1% effective July 1, 2023; 1% effective July 1, 2024; 1% effective July 1, 2025; 1% effective July 1, 2026, and 1% effective July 1, 2027. The parties agree that when such rates are hourly or daily, they will be rounded to the nearest quarter (\$.25) in accordance with existing practice. Unrounded rates shall be maintained on file. The increases shall be applied to the unrounded rates before rounding.

F. Home Tutoring and Non-School Time AIS - Teachers who are authorized by the Board and who engage in home tutoring or AIS on non-school time during the regular 10-month school year before or after school hours shall be compensated at the following rates:

1. Compensation

<u>Home Tutoring</u>		<u>AIS</u>	
<u>Effective Date</u>	<u>Hourly Rate</u>	<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$56.25	July 1, 2022	*\$56.25
July 1, 2023	*\$56.75	July 1, 2023	*\$56.75
July 1, 2024	*\$57.50	July 1, 2024	*\$57.50
July 1, 2025	*\$58.00	July 1, 2025	*\$58.00
July 1, 2026	*\$58.50	July 1, 2026	*\$58.50
July 1, 2027	*\$59.25	July 1, 2027	*\$59.25

2. Selection of Teachers for Home Tutoring or AIS

In order to provide the most effective instruction for students who are homebound or who are to receive AIS, the principal shall consider persons for those assignments on the following basis:

- a. The regular classroom teacher(s) of the child;
- b. Teachers within the same grade level or department at the school which the

- child normally attends;
- c. Other teachers of the District;
- d. Other teachers not part of the regular instructional staff.

A list will be established of teachers in each school who are willing to accept home teaching assignments. In each instance, the best interests of the child shall be paramount in assigning a home teacher.

G. Regents Prep, Strategies and Skills, Summer Elementary Remedial/Academic Teaching and Summer Music Program

Teachers who are authorized by the Board and who engage in Regents Preparation, Strategies and Skills, Elementary Summer Remedial/Academic Teaching and Summer Music Program shall be compensated at the following hourly rate:

<u>School Year</u>	<u>Hourly Rate</u>
2022-2023	*\$47.25
2023-2024	*\$47.75
2024-2025	*\$48.25
2025-2026	*\$48.75
2026-2027	*\$49.25
2027-2028	*\$49.75

H. Secondary Summer School - In the event that Summer School is offered by the District, the following conditions will apply:

1. The positions will be posted and HWFA members will be given ten (10) school days to apply for the assignment.
2. If no HWFA members apply within ten (10) school days of posting, the position may then be offered to non-HWFA members.
3. All teachers will be paid at the rate of \$65.50 per hour for the 2022-2023 school year, *\$66.00 for the 2023-2024 school year, *\$66.75 for the 2024-2025 school year, *\$67.50 for the 2025-2026 school year, *\$68.00 for the 2026-2027 school year, and *\$68.75 for the 2027-2028 school year with each hour including ten (10) minutes of preparation time. This rate applies to both regular and review session Summer School assignments.
4. Any required culminating activities, such as but not limited to exam proctoring/grading, shall also be paid at the aforementioned rates.
5. This Section does not imply that it is mandatory for the District to operate a Summer School in any given year; that option remains at the sole discretion of the District.

- I. Extra-Curricular & Co-Curricular Activities - The annual extra compensation of all teachers performing voluntary extra-curricular and co-curricular activities authorized by the Board shall be as set forth on Schedules "C" for 2022-23, 2023-24, 2024-25, 2025-26, 2026-27 and 2027-28. The rates for the activities on Schedule "C" shall be increased as follows: 1% effective July 1, 2022; 1% effective July 1, 2023; 1% effective July 1, 2024; 1% effective July 1, 2025; 1% effective July 1, 2026, and 1% effective July 1, 2027.

The Association shall be advised as soon as possible of the establishment of any new extra-curricular and co-curricular positions not listed in Schedule "C." The establishment of a new Schedule C shall be through the mutual agreement between the District and the Association after completion of the "New Proposal for Schedule C" form.

See Schedule C for compensation for the activities not listed in Article IX.

- J. Orchestra, Chorus and Band - All teachers of orchestra, chorus and band shall perform one concert per year, the preparation and rendition of which shall have no additional compensation. Any additional concerts and rehearsals, therefore, which are authorized by the Board shall be compensated at the following rate:*

<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$45.75
July 1, 2023	*\$46.25
July 1, 2024	*\$46.50
July 1, 2025	*\$47.00
July 1, 2026	*\$47.50
July 1, 2027	*\$48.00

- K. Supervision: Club, Team, Class or Group - Any club, team, class or group, other than those listed elsewhere in this Agreement, which a teacher volunteers to supervise and which the Board authorizes, and which meets before and/or after a regular school day, as defined herein, shall be considered an extra-curricular activity for which the supervising teacher shall receive additional compensation at the following rate:*

<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$45.75
July 1, 2023	*\$46.25
July 1, 2024	*\$46.50
July 1, 2025	*\$47.00
July 1, 2026	*\$47.50
July 1, 2027	*\$48.00

- L. Senior Night - Teachers supervising senior night shall be allowed to leave school by noon (12 p.m.) the next day upon completion of their obligations.

<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$61.00
July 1, 2023	*\$61.75

July 1, 2024	*\$62.25
July 1, 2025	*\$63.00
July 1, 2026	*\$63.50
July 1, 2027	*\$64.25

M. Driver Education

- Persons who teach the roadwork portion of Driver Education which is conducted before or after school during the months of September through June shall be compensated in accordance with the rates below. Persons who teach the classroom portion of Driver Education which is conducted before or after school during the months of September through June shall be compensated at the following rate:*

<u>Effective Date</u>	<u>Roadwork</u>	<u>Classwork Per Session</u>
July 1, 2022	*\$45.75	*\$44.50
July 1, 2023	*\$46.25	*\$44.75
July 1, 2024	*\$46.50	*\$45.25
July 1, 2025	*\$47.00	*\$45.75
July 1, 2026	*\$47.50	*\$46.25
July 1, 2027	*\$48.00	*\$46.75

- Persons who teach Driver Education in the summer will be compensated at the following rate:*

<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$45.75
July 1, 2023	*\$46.25
July 1, 2024	*\$46.50
July 1, 2025	*\$47.00
July 1, 2026	*\$47.50
July 1, 2027	*\$48.00

- N. Curriculum Rate - Teachers who, during non-instructional time, engage in curriculum writing, planning, presentation, or training for an instructional assignment shall be compensated at the indicated rate* or shall have the option of receiving in-service credit).

Teachers who present workshops (e.g. at faculty meetings, grade level meetings, department meetings, professional development days, Superintendent's Conference days, or other similar meetings) shall be compensated for the preparation/presentation of the workshop at the Curriculum rate. The compensated time shall be equal in length to that of the presentation. If a teacher believes that the workshop requires a greater amount of compensated preparation time, he/she shall apply, in advance, for the additional compensated time as a Workshop Proposal through his/her building's Professional Development Committee.

<u>Effective Date</u>	<u>Hourly Rate</u>
July 1, 2022	*\$59.75
July 1, 2023	*\$60.50
July 1, 2024	*\$61.00
July 1, 2025	*\$61.75
July 1, 2026	*\$62.25
July 1, 2027	*\$63.00

O. Additional Training or Coursework – Requires District Preapproval

1. Required by District

If a teacher is offered and accepts an instructional assignment for which the teacher must undergo additional training and/or course work, the District shall pay the cost of such course work, and shall either 1) compensate the teacher for the time at the equivalent rate paid for curriculum work; or 2) grant in-service course credit at the teacher’s election, provided such course work is successfully completed (15 hours of course work = 1 credit); or 3) permit the teacher to use any earned graduate credit from the issuing institution for which they have paid additional costs over and above those which must be paid for by the District as described above, for purposes of column movement in a manner consistent with the provisions of paragraph C of this Article.

2. Voluntary Training

- a. Non-District Initiative – In the event a teacher, who has attained the MA with BA+90 salary column, volunteers to attend an in-service course, the District, in its sole discretion, may pay the teacher at the curriculum rate of pay, with prior approval from the Assistant Superintendent for Teaching, Learning and Technology or his/her designee.
- b. District Initiative – If a teacher attends a course or seminar that is outside of the normal working day/year and it is related to a District Instructional Initiative, the District shall pay the cost of such coursework and the District shall either compensate the teacher for the time at the equivalent rate paid for curriculum work or grant in-service course credit at the teacher’s election. In the event that a teacher is unavailable for such training outside the school day, the District shall provide such training during the regular school hours without additional compensation.

P. Online Graduate Credit

- 1. Graduate credit will only be approved from a fully recognized or accredited institute of higher learning.
- 2. The approval request must include the following:

a. Method of Delivery:

Must include one (1) of the following modes of Learner/Instructor Interaction: Interaction between Instructor and Students, Instructor and Class, Interaction among Students, Students in a Group, Group to Group, Instructor to Group, or Group to Instructor.

b. Scope and Sequence:

- i. Course content must meet subject/pedagogical objective which would enhance the teacher's performance as an educator;
- ii. Course is comparable in thoroughness, depth, and breadth to traditionally delivered courses.

c. Assessment:

- i. Must present evidence of instructor assessment of teacher's learning;
- ii. Must present evidence of teacher constructing knowledge and utilizing critical thinking in several assignments.

3. No programmed self-paced courses in which the participant enters the instructional environment and moves through the material with no instructor interaction will be approved for graduate credit. In this type of course, participants take computer or self-graded assessments as they move through the material.

4. No totally online Masters or Doctorate degrees will be approved.

Q. Trips – Teachers who volunteer to supervise groups of students on trips away from school on non-school time, which trips are not part of the duties of an activity set forth in Schedule "C" hereof, and who are authorized by the Board to do so, shall receive additional compensation as follows:

1. SCHOOL DAY

- a. Non-overnight For the 2022-2023 school year: *\$24.00 per hour to a maximum of *\$123.00 for planned time beginning one hour after the school day. For the 2023-2024 school year: *\$24.25 per hour to a maximum of *\$124.25 for planned time beginning one hour after the school day. For the 2024-2025 school year: *\$24.50 per hour to a maximum of *\$125.50 for planned time beginning one hour after the school day. For the 2025-2026 school year: *\$24.75 per hour to a maximum of *\$126.75 for planned time beginning one hour after the

school day. For the 2026-2027 school year: *\$25.00 per hour to a maximum of *\$128.00 for planned time beginning one hour after the school day. For the 2027-2028 school year: *\$25.25 per hour to a maximum of *\$129.25 for planned time beginning one hour after the school day.

-or-

- b. Overnight *\$123.00 per night for the 2022-2023 school year; *\$124.25 per night for the 2023-2024 school year; *\$125.50 per night for the 2024-2025 school year; *\$126.75 per night for the 2025-2026 school year. *\$128.00 per night for the 2026-2027 school year; *\$129.25 per night for the 2027-2028 school year.

2. NON-SCHOOL DAY

- a. Non-overnight For the 2022-2023 school year: *\$24.00 per hour to a maximum of *\$123.00 for the day. For the 2023-2024 school year: *\$24.25 per hour to a maximum of *\$124.25 for the day. For the 2024-2025 school year: *\$24.50 per hour to a maximum of *\$125.50 for the day. For the 2025-2026 school year: *\$24.75 per hour to a maximum of *\$126.75 for the day. For the 2026-2027 school year: *\$25.00 per hour to a maximum of *\$128.00 for the day. For the 2027-2028 school year: *\$25.25 per hour to a maximum of *\$129.25 for the day.

-or-

- b. Overnight For the period 8 a.m. to 6 p.m., *\$24.00 per hour to a maximum of *\$123.00 for the day for the 2022-2023 school year; *\$24.25 per hour to a maximum of *\$124.25 for the day for the 2023-2024 school year; *\$24.50 per hour to a maximum of *\$125.50 for the day for the 2024-2025 school year; *\$24.75 per hour to a maximum of \$126.75 for the day for the 2025-2026 school year; *\$25.00 per hour to a maximum of *\$128.00 for the day for the 2026-2027 school year; *\$25.25 per hour to a maximum of *\$129.25 for the day for the 2027-2028 school year.

For the period 6 p.m. to 8 a.m., *\$37.00 for the 2022-2023 school year; *\$37.50 for the 2023-2024 school year; *\$37.75 for the 2024-2025 school year; *\$38.25 for the 2025-2026 school year; *\$38.50 for the 2026-2027 school year; *\$39.00 for the 2027-2028 school year.

R. Coverages – Each secondary school teacher may be assigned to serve in the place of absent colleagues on the following basis:

1. Five (5) periods per year without extra compensation
2. Ten (10) additional periods of coverages per year with extra compensation for each such period as follows:*

<u>Effective Date</u>	<u>Per Period</u>
July 1, 2022	*\$49.75
July 1, 2023	*\$50.25
July 1, 2024	*\$50.75
July 1, 2025	*\$51.25
July 1, 2026	*\$51.75
July 1, 2027	*\$52.25

3. Prior to assigning any teacher, qualified teachers who have volunteered for such assignment will be considered.

Any assignment pursuant to this Article shall be for a period other than the teacher's regular classroom periods or lunch period. In the event that such assignment is made for the teacher's preparation period, he/she may substitute a preparation period for her/his building duty assignment that day. Teachers who volunteer may be assigned to more than fifteen (15) periods for the indicated compensation.

S. Professional Services Requiring Teacher Certification

1. During School

Professional services (e.g. testing, speech, reading, CSE attendance) requiring teacher certification provided during the school day (i.e. prep, or duty, or during a duty-free lunch only with prior association approval): will be paid at the rate of 1/5th of 1/200th per period for secondary teachers, for any of the professional services except CSE meetings, which shall require that the teacher attend five (5) CSE meetings during the school year without compensation prior to receiving the specified rate of pay. At the High School only, the first three (3) CSE meetings held during a high school teacher's duty period shall not count toward the five (5) CSE meetings per year without compensation. Elementary teachers will be paid at the established hourly rate, based on a 6-hour day. The Chair of the CSE shall announce five (5) minutes prior to the end of any teacher attendee's work day or beginning of the lunch period, that the meeting must conclude within five (5) minutes or be continued on another date, except in cases of emergency where the Chairperson of the CSE determines that the CSE must conclude on that date. In the event of such emergency, the Chairperson of the CSE shall notify the President of HWFA as soon as possible after the conclusion of the CSE.

2. Before or After School

Professional services requiring teacher certification provided before or after school, on site and preapproved by HWFA (e.g. testing, speech, reading, CSE attendance), will be paid at the rate of *\$137.00/hour for the 2022-2023 school year. For the 2023-2024 school year, the rate will be *\$138.50/hour. For the 2024-2025 school year, the rate will be *\$139.75/hour. For the 2025-2026 school year, the rate will be *\$141.25/hour. For the 2026-2027 school year, the rate will be *\$142.75/hour. For the 2027-2028 school year, the rate will be *\$144.00/hour.

3. Additional Class

A secondary teacher who volunteers to teach an additional (6th) class for a short period of time, pre-approved by HWFA will be paid at the rate of 1/5th of 1/200th per period.

T. Committee Compensation

1. Teachers who serve on the curriculum, study, research, or other similar committees (excluding interview committees) created by the District, for which a specific rate of compensation is not already stipulated in this Agreement, shall be compensated for time served on such committees that occurs outside of normal school hours at the rate of *\$59.75 per hour for the 2022-2023 school year, with the exception noted in Section (3), below. This rate shall be increased to *\$60.50 for the 2023-2024 school year, *\$61.00 for the 2024-2025 school year, *\$61.75 for the 2025-2026 school year, and *\$62.25 for the 2026-2027 school year, and *\$63.00 for the 2027-2028 school year
2. The compensation provided in Section (1), above, shall include, but not be limited to, time spent at committee meetings, visitations resulting from the work of the committee, and individual review and preparation of committee-related materials.
3. Teachers who serve on these committees as appointees of the Association shall receive no compensation.

U. State Mandated Testing Rate Other Than Regents

1. Teachers who participate in testing mandated by New York State, other than Regents Examinations, on the secondary level during their preparation, duty or lunch periods shall be compensated at the rate of *\$65.50 per period for the 2022-2023 school year. This rate shall be increased to *\$66.00 for the 2023-2024 school year, *\$66.75 for the 2024-2025 school year, *\$67.50 for the 2025-2026 school year, *\$68.00 for the 2026-2027 school year, and *\$68.75 for the 2027-2028 school year. Such compensation shall be paid only after the teacher has been credited with any combination of five (5) class coverages, meetings of the Committee on Special

Education, or other periods spent participating in testing, other than Regents Examinations, mandated by New York State.

2. If a teacher participates in the aforementioned testing mandated by New York State during his/her preparation period, the teacher shall be released from his/her next scheduled duty period in addition to receiving the compensation referred to in Section 1, above.
 3. Participation of teachers in the aforementioned testing mandated by New York State during the teachers' normally scheduled lunch periods shall only be with the prior written approval of the Association. A teacher who participates in the aforementioned testing mandated by New York State during his/her normally scheduled lunch period on a given day shall be provided with an alternate lunch period on that day in addition to receiving the compensation referred to in Section 1, above.
- V. In-service Courses - Teachers who choose to prepare and teach in-service courses and who are assigned to do so, shall be compensated at the total rate of *\$67.50 per hour for the 2022-2023 school year for each class hour actually taught. This rate shall be increased to *\$68.00 for the 2023-2024 school year, *\$68.75 for the 2024-2025 school year, *\$69.50 for the 2025-2026 school year, *\$70.25 for the 2026-2027 school year, and *\$70.75 for the 2027-2028 school year.
- W. Translation, oral or written, at any time of day will be paid at the rate of *\$91.25/hour for the 2022-2023 school year. This rate shall be increased to *\$92.00 for the 2023-2024 school year, *\$93.00 for the 2024-2025 school year, *\$94.00 for the 2025-2026 school year, *\$94.75 for the 2026-2027 school year, and *\$95.75 for the 2027-2028 school year.
- X. Non-instructional services not requiring teacher certification and not covered by any other category shall be compensated at the rate of *\$45.75/hour for the 2022-2023 school year. This rate shall be increased to *\$46.25 for the 2023-2024 school year, *\$46.50 for the 2024-2025 school year, *\$47.00 for the 2025-2026 school year, *\$47.50 for the 2026-2027 school year, and *\$48.00 for the 2027-2028 school year.
- Y. Mentor Compensation - Non-school time activities including lunch and preparation time for mentor teacher shall be compensated at the rate of *\$47.50/hr for the 2022-2023 school year. This rate shall be increased to *\$48.00 for the 2023-2024 school year, *\$48.50 for the 2024-2025 school year, *\$49.00 for the 2025-2026 school year, *\$49.50 for the 2026-2027 school year, and *\$50.00 for the 2027-2028 school year. Options for in-service credit is available.
- Z. Mileage Allowance - Any teacher who is assigned as part of his/her regular teaching duties to serve at more than one school and who therefore travels to two or more buildings daily, shall be reimbursed at the maximum amount approved by the Internal Revenue Service for actual travel between buildings in accordance with the following mileage chart:

	HIGH SCHOOL	MIDDLE SCHOOL	FRANKLIN	HEWLETT	OGDEN	WOODMERE EDUCATIONAL CENTER
High School	0	.8	.6	.6	1.9	.8
Middle School	.8	0	.4	1.0	1.3	.9
Franklin	.6	.4	0	1.0	1.6	.6
Hewlett	.6	1.0	1.0	0	1.8	1.1
Ogden	1.9	1.3	1.6	1.8	0	2.1

Actual distances for travel to and from other approved destinations shall be determined by the Business Office and compensated at the maximum amount approved by the Internal Revenue Service.

ARTICLE X PROCEDURES FOR EXTRA PAY DUTIES

- A. Extra services for which compensation is provided in Article IX paragraphs F, G, H, I, J, K, L, M, N, O, Q, S, T, U, V, W, X and Y will be voluntary. Assignment of a teacher to extra pay duties may be made only by the Board upon the recommendation of the Superintendent of Schools.

- B. The District shall annually post a request for applications from teachers for all known extra-curricular, co-curricular and recreational positions. In the event a vacancy occurs (following the annual posting) in an ongoing position, or if a new position is created, the District shall post such vacancies except when:
 - 1. A vacancy occurs after the commencement of the activity; or
 - 2. A vacancy occurs within fifteen (15) school days prior to the commencement of the activity; or
 - 3. The position is created at the request of a member of the teaching staff and the position is assigned to the teacher who made the request.

In the event that posting is not required, the District shall notify the Association as soon as the vacancy is known whenever possible.

Applications may be made at any time and shall be kept on file during the school year for which the application was made. In selecting an applicant for appointment to such a position, preference as between individuals of equal qualification shall be accorded the applicant who is a member of the teaching unit, however, the

assessment of qualifications for the position shall be in the sole discretion of the District.

C. Order of Offering Extra-Pay Options

Persons selected by the District for positions for which extra compensation is provided pursuant to either Article IX, paragraphs F, G, H, I, J, K, L, M, N, Q, S, U, X and/or Schedule C, shall be selected from among all applicants in the following order:

1. Members of the Association who are employed in the building and/or subject area of assignment/event;
2. Members of the Association who are employed in a building other than that in which the position is located;
3. District employees who are not members of the Association;
4. Other qualified individuals.

D. The District shall post openings for curriculum work. The District shall also post or distribute to teachers requests for proposals for curriculum projects. Teachers may propose specific new projects or express interest in participating in ongoing projects.

E. Teachers will receive individual written notice from the office of the Superintendent or the Superintendent's designee confirming their assignment to an extra pay duty before they are expected to commence that assignment and in order that they be eligible for the compensation associated with that duty.

ARTICLE XI FRINGE BENEFITS

A. Health Insurance Program: Effective July 1, 2008, all eligible teachers included in the negotiating unit covered by this Agreement may elect to be covered by one of the two group health insurance plans offered on an individual or family basis under the State program. The District shall pay the following percentage of the cost of all premiums under the New York State Health Insurance Program option currently known as the Empire Plan for Government Employees:

Effective July 1, 2022 - 80%

Effective July 1, 2023 - 79%

Effective July 1, 2024 - 78%

Effective July 1, 2025 - 77%

Effective July 1, 2026 - 76%

Effective July 1, 2027 - 75%

The District shall pay an equal amount toward the premiums of teachers selecting the HIP option, with the additional cost, if any, of such option, paid by the teachers.

B. Health Insurance Waiver - Effective July 1, 2008: Teachers shall have the option to waive from participation in the health insurance plan, and shall receive a payment (as additional, not base, salary) as follows:

1. \$3,000 payment for waiver of individual or a waiver of family coverage after less than two (2) consecutive years of coverage.
2. \$6,000 payment for a waiver of family coverage provided the teacher has had family coverage for a minimum of two (2) consecutive years; or
3. \$3,000 payment for a waiver of family coverage after two (2) consecutive years and electing individual coverage.

New hires shall have thirty (30) days from their date of hire to waive health insurance benefits.

Teachers selecting this option must notify the District in writing by no later than June 1st for the school year beginning July 1st. Payments shall be made semi-annually (fifty percent (50%) in December and fifty percent (50%) in June) for the school year for which this option is exercised. Teachers who opt out of the health insurance coverage under this Section shall not be permitted to re-enter the health insurance program for the balance of the school year, except in their final year of service or in cases of emergency, such as death of spouse, divorce, or other loss of health coverage; in such cases, re-entry into the program shall be in accordance with the rules of the health program. Persons reentering under the above circumstances prior to January 1st are not eligible for any portion of the waiver. Persons reentering under the above circumstances on or after January 1st shall only be eligible for the first half of the waiver payment.

In addition, unit members who are in their retirement year and retire as of June 30th of that school year, may elect to waive their health insurance coverage for the period of July 1st through December 31st of that school year, upon consultation with the benefits coordinator and written notice to the District by June 1st of the prior school year. For insurance coverage effective January 1st of the school year in which he/she will retire, the employee must re-enroll during that school year's open enrollment period. Persons electing the options referenced in this paragraph shall be eligible for a prorated waiver.

Teachers with a change in family status shall have thirty (30) days from the change in family status to waive their health insurance benefits. These unit members shall be eligible for a prorated waiver for the remainder of the school year. Unit members

who separate from the District shall be eligible for a prorated waiver.

- C. Dental Insurance - The District shall continue the existing Dental Plan or its equivalent as may be agreed upon by the parties. Effective July 1, 2008 and in each year of this Agreement, the District's per capita contributions shall not exceed 10% above the District's actual per capita cost for such insurance for the preceding year.
- D. Vision Care - The District shall continue the existing vision plan or its equivalent as may be agreed upon by the parties. Effective July 1, 2008 and in each year of this Agreement, the District's per capita contributions shall not exceed 10% above the District's actual per capita cost for such insurance for the preceding year.
- E. Health, Dental and Vision Insurance for Domestic Partners - The District shall provide a teacher's domestic partner with health, dental and vision insurance coverage as domestic partner is defined by the respective Insurers at the same rate of contribution as referenced in A, B, C, and D of Article XI above.
- F. Life Insurance - Group term life insurance in the amount of \$25,000 shall be provided to members of the Unit who enroll in the program.
- G. Retiree Health Insurance - Teachers who are hired on or after July 1, 2008 must work eight (8) years in the District to be vested for health insurance in retirement.
- H. Excess or Extended Major Medical Insurance - At the Association's request, the District will, for those members who so authorize, deduct from the salaries and forward to the designated carrier, premiums for excess or extended major medical coverage, provided, however, that there shall be no cost to the District for the programs.
- I. Flexible Benefits Plan - Pursuant to the terms of the letter agreement between the parties dated Nov. 16, 1994: Teachers shall be permitted to participate in the District's flexible benefits plan established pursuant to Section 125 of the Internal Revenue Code.

ARTICLE XII SPECIAL LONGEVITY SALARY INCREMENT

Teachers who have attained Step 20 on the Salary Schedule shall be eligible for a Special Longevity Salary Increment to be paid in full during the year the teacher attains Step 20, (or in a subsequent year at the teacher's option), provided the following conditions are met:

1. The teacher has served for not less than ten (10) years of full-time service in the District.
2. The teacher applies for the increment by February 1st of the school year prior to that in which the increment is effective.

The Special Longevity Salary Increment shall be in addition to the teacher's schedule salary, shall be part of the annual salary for not more than one school year, and shall be equally distributed over the period of time served in that year. The total amount of the increment for each person shall be

*\$4,401 as of July 1, 2022. This amount shall be increased to *\$4,445 effective July 1, 2023, *\$4,489 effective July 1, 2024, *\$4,534 effective July 1, 2025, *\$4,579 effective July 1, 2026, and *\$4,625 effective July 1, 2027. The term "one school year" as used herein means "one time prior to the conclusion of this negotiated agreement." Applications made during the final year of the Agreement shall result in a Special Longevity Salary Increment for the following year which increment shall be no less than that in effect in the year in which the application was made.

ARTICLE XIII ASSIGNMENT NOTIFICATION

Each teacher shall be given a written statement of his or her instructional assignment for the following year by her/his last work day. Each elementary teacher will be given a class list for the following year by his or her last work day. Teachers will be notified of any modifications or revisions that may occur to the above as soon as possible prior to the opening of school in order to assist the teacher in preparing for her/his class.

ARTICLE XIV ROTATION OF NON-INSTRUCTIONAL DUTIES

- A. Non-instructional duties will be rotated fairly at least annually among all members of the negotiating unit in each school. Homeroom assignments will be rotated unless such rotation will cause hardship to the individual teacher or interfere with the operation of the school or District.
- B. Teachers who are assigned on a regular basis to travel between school buildings within a single day shall be excused from non-instructional assignments e.g., homeroom assignment, hall duty, detention room duty, study hall duty, and bus duty.

ARTICLE XV PREPARATION TIME FOR TEACHERS

Teacher scheduling and other means will be employed to provide daily preparation periods for elementary teachers whenever possible. In no event, however, will any teacher have less than five (5) preparation periods per week.

Effective July 1, 2008, elementary teachers shall be guaranteed no fewer than ninety (90) minutes combined daily lunch and unencumbered preparation time, with the unencumbered preparation period no fewer than thirty (30) continuous minutes.

ARTICLE XVI TEACHER AIDES

The current teacher aide program will be continued, however, cafeteria duty, playground duty, and other non-instructional duties normally performed by teachers in the various schools may be assigned during periods other than the teacher's lunch and preparation period. It is further understood that, pursuant to applicable regulations of the Commissioner of Education, teachers will, on an equitable basis when called upon, lend special or temporary assistance required, especially during inclement days or times of emergency.

Teachers who serve in cafeteria or playground duty shall be selected first from among those who

volunteer for such duty. In each year of this Agreement, teachers who serve in cafeteria or playground duty:

1. Shall receive such assignment for no more than one-half year, unless the teacher(s) request(s) a full year assignment, and
2. Shall be freed of assignment to hall duty and/or study hall and/or bus duty on a two-for-one basis, or shall be assigned such duty in place of a normally assigned class.

ARTICLE XVII RELEASE TIME FOR ASSOCIATION PRESIDENT AND DESIGNEES

- A. The Association President, if on the elementary school level, shall be released from his or her regularly assigned duties for a period of approximately eighty (80) minutes preceding the termination of the regular school day. In the event the Association President is from the secondary school level, the president shall be released from his or her regularly assigned duties for a period of approximately eighty (80) minutes, exclusive of preparation time, preceding the termination of the regular school day. The Association President will be excluded from the pool of persons identified in Article XV for rotation of non-instructional duties and those duties will not be assigned to the Association President. No instructional duties will be added in place of those non-instructional duties.
- B. The President of the Association shall be granted one (1) additional period of released time daily beyond other contractual entitlements, provided further that the Association notifies the District in advance of the preparation of teacher and pupil schedules for the coming school year. The Association may opt to have an additional period of released time daily for the President, provided that the Association compensates the District at the rate of \$6,500 per year. The provisions of this Article shall apply only if the President is a teacher in grades 6 through 12.
- C. The Association President shall designate up to eight (8) additional persons to be excused from non-instructional duties as referenced in Article XIV. This designation shall be submitted to each building's principal no later than the last day of school preceding the year of the requested duty release.

ARTICLE XVIII PROFESSIONAL SERVICES

The parties continue to recognize that as in the past teachers' responsibilities extend beyond the time spent with students in regular classes and that teachers are free, as individuals, to render professional services beyond those enumerated in this negotiated agreement. These activities shall not be precedent setting, nor shall they replace activities for which compensation is provided pursuant to the negotiated agreement. It is also recognized that teachers prepare lesson plans, mark papers and engage in other similar professional activities at home.

Every high school student shall be provided with the following opportunities to receive extra help. The high school student shall first be responsible for seeking extra help from his/her own teacher during the teacher's scheduled extra help period. If there is a scheduling conflict that prohibits the

high school student from receiving extra help from his/her own teacher, the student shall report to the department chairman. The department chairman will confirm the scheduling conflict and will assign the student to a teacher who is currently teaching the same subject and whose scheduled extra help period coincides with the student's availability. Such assignments shall be made on an equitable basis. Under no circumstances shall a teacher be required to provide extra help to another teacher's student for more than two (2) occurrences per cycle per student. If there is still a scheduling conflict, the student will receive extra help from another teacher in the department during their extra help period.

At the High School level, teachers shall be free at their sole discretion and initiative, to switch their unencumbered preparation period and extra-help on a daily basis so as to optimize their availability to give extra-help to their own students.

ARTICLE XIX JOB SECURITY

- A. All full-time teachers in the Unit prior to May 1973 and who have been in continuous service in the District (hereinafter referred to in this Article as "teacher") except general substitutes shall not be deprived of their employment during the term of this Agreement except as provided by law, and subject to the provisions of this Article.

- B. The parties acknowledge, however, that the Board of Education's right to abolish positions or discontinue programs as established by law shall not be impaired by this Agreement. Therefore, the following principles are established.
 - 1. In the event a teacher's employment in the District is terminated by the teacher, the District shall not be required to replace the teacher.

 - 2. In the event a teacher's position or the program they are engaged in is abolished or discontinued the following procedures will be utilized in sequence:
 - a) The teacher will be placed in a position in their tenure area if such position is available and if they are certified by the New York State Department of Education.

 - b) If no position in the teacher's tenure area is available, they shall be placed in another available position in the Unit for which they possess certification.

 - c) If no position is available for which the teacher possesses certification, the teacher may be placed in an available position in the Unit for which they have partially completed the requirements for certification, if the Commissioner of Education grants approval.

 - d) The teacher may be provided with a sabbatical leave for the purpose of retraining for appropriate certification.

 - e) The teacher may be provided with some other opportunity for continued

professional employment in the District.

- C. Any teacher employed as a full-time teacher under the above conditions shall continue to receive no less salary on column and step of the schedule and no less benefits of this contract, as if there were no interruption in service.

ARTICLE XX TRANSFERS AND VACANCIES

- A. Teachers are encouraged to submit their requests for transfer in writing at any time to the Superintendent's Office, with a copy to their present principal.
- B. If overstaffing exists in a school, the teacher(s) selected for transfer shall, as required by law, have preference in filling a vacancy in a comparable position in another school.
- C. The Superintendent shall notify the teacher involved of the reasons for any transfer.
- D. In the event a teaching position is abolished, the provisions of Article XIX of this Agreement (Job Security) shall be observed.
- E. The District shall post all known vacancies of non-temporary, full-time teaching, administrative and supervisory positions in all buildings. In the selection of an applicant for appointment to such a position, favorable consideration shall be accorded to an applicant who is a member of the teaching unit, provided that the Superintendent's recommendation for appointment and the Board of Education's action thereon shall be solely within their respective discretion and not subject to review by grievance.

ARTICLE XXI TRANSFERS OCCASIONED BY A SCHOOL CLOSING OR REORGANIZATION

Should a school be closed, or an entire grade or grades be eliminated from a school, teachers may be transferred. It is anticipated that such transfers will be made in keeping with the best interests of the District and in full cognizance of the preferences of the teacher involved.

- A. In accordance with applicable provisions of law, any teacher transferred within his/her tenure area, shall continue to accrue seniority in his/her tenure area.
- B. All teachers shall receive a transfer preference form to express their preferences.
- C. In order to resolve any problems which may arise, upon request of the Association or the District, a special transfer advisory committee will be convened during the school year preceding the required transfer(s) to advise the Superintendent. The Committee will be composed of four (4) persons selected by the Association President and four (4) persons selected by the Superintendent of Schools.
The Committee shall consider the following criteria:

1. Seniority;
2. Certification;
3. Experience in level to be taught;
4. Hardships (personal);
5. Wishes of teachers that are being transferred;
6. Any other relevant factors which the Committee deems appropriate.

ARTICLE XXII COMMUNITY SCHOOL

(SHOULD THE COMMUNITY SCHOOL BE RE-ESTABLISHED)

The District and the Association recognize the Community School as an alternative educational experience intended to serve the education and welfare of the children of the District. The parties recognize that the practices or working conditions which exist or may develop at the Community School may vary from those which apply in the other schools of the District. In order to support and encourage the operation of the Community School and to protect terms and conditions of employment for all teachers, the parties agree that whatever practices or working conditions exist or may develop at the Community School shall be permitted with appropriate administrative approval, but shall be neither precedent setting nor binding in the other schools of the District.

The District manages all aspects of the Community School. This includes the same responsibility for professional personnel, pupils, and programs as it does in all other schools in the District.

Guidelines established pertaining to the Community School staff:

- A. A seven (7) hour day will be used planning the schedule.
- B. The hours do not have to be consecutive but shall be acceptable to the teachers involved.
- C. Community School teachers who are assigned to co-curricular and/or extra-curricular activities will receive extra compensation in accordance with the provisions of the negotiated agreement.
- D. Other teachers who are authorized by the District to conduct a regular class at the Community School, and which meets before and/or after their regular school day, shall be compensated in accordance with the provisions of Article IX, Section A.

ARTICLE XXIII LEADERSHIP COMMITTEE

Each building shall have a standing Leadership Committee consisting of:

1. A majority of teachers selected by HWFA; and
2. A school administrator designated by the building principal.

The Committee shall meet at least once annually, no later than February 1st of each school year.

Any two (2) members of the Committee can request additional meetings.

The purpose of the Committee is to identify the need for new positions and make recommendations for such positions to the Superintendent of Schools or his/her designee. The Committee will also review any existing positions and make, if needed, any recommendations for changes in the job description and/or the elimination of such a position. Decisions made by this Committee shall follow the Site Based Team/Compact for Learning model of consensus. The principal's designee must be present for all final decision votes.

Procedures for the formation of a new position are as follows:

1. Teachers and/or administrators submit a recommendation for a new position in writing to the building principal, with a copy to the union representative who sits on the building's Committee.
2. The recommendation shall include the reasons for the need to create this position.
3. A complete job description must be attached to the recommendation.
4. Signatures of three (3) people petitioning for the formation of this position shall be included.
5. If approved at the building level, the recommendation shall be forwarded to the HWFA President to confirm that the prescribed task is commensurate with the designated leadership stipend.
6. If approved by the Leadership Committee, the position shall be posted in the appropriate building(s) or in all buildings, if a district-wide position, by the Superintendent of Schools or his/her designee. Those recommendations that are not approved at the building level may still be forwarded to the Superintendent's designee and the HWFA President for further consideration.
7. Candidates for the position shall apply in writing to the appropriate administrator.

All requests for the formation of a new position shall be submitted prior to the meeting of the Committee in writing to the Superintendent of Schools or his/her designee.

Determination and notification of no continuance for the following year shall be in writing and be given to the lead teacher no later than June 1st of that school year. If the final budget vote fails, notification of non continuance shall be no later than the last day of the school year. The appointment to such positions will be on an annual basis. Building positions will be evaluated by the principal of the school in which the leadership position is being performed. District-wide positions will be evaluated in writing by the Superintendent or his/her designee.

The leadership positions shall be compensated at the following rates:

<u>Effective Date</u>	<u>Stipend</u>
July 1, 2022	*\$2,956
July 1, 2023	*\$2,986
July 1, 2024	*\$3,016
July 1, 2025	*\$3,046
July 1, 2026	*\$3,076
July 1, 2027	*\$3,107

In the event that a District-wide Leadership Committee is reestablished, it shall follow the terms and conditions as outlined in the negotiated agreement between HWFA and the District dated July 1, 2001 - June 30, 2004.

ARTICLE XXIV PROFESSIONAL ADVISORY COMMITTEES

The composition of the faculty representatives to the Building Professional Advisory Committees and the Central Professional Advisory Committee shall be as follows:

1. Faculty representatives on each school Building Professional Advisory Committee shall be selected from the building's faculty by the Association by a procedure to be determined by the Association.
2. Faculty representatives on the Central Professional Advisory Committee shall be selected by the Association by a procedure to be determined by the Association.

Each Building Professional Advisory Committee shall meet at least once each month with the Building Principal. The Central Professional Advisory Committee shall meet with the Superintendent at least once every two (2) months from September through June.

ARTICLE XXV INTEGRATED CO-TEACHING (ICT) COMMITTEE

The Committee shall be comprised of teachers, including at least one (1) HWFA designee, and administrators to review and make recommendations for the continued development of the ICT program. The Assistant Superintendent for Teaching, Learning and Technology shall be responsible for the Committee. The Committee shall meet at least twice a year, with one (1) meeting occurring prior to November 1 of each school year and one (1) meeting occurring prior to May 1 of each school year.

ARTICLE XXVI REFERENCE AND CURRICULUM MATERIAL

The importance of continuous use of adequate professional reference and curriculum material in maintaining a high level of professional performance is mutually recognized. In furtherance of that recognition, the District shall provide an appropriate reference library in each school in the District.

ARTICLE XXVII SCHOOL CALENDAR

The school calendar for the school years 2022-2023, and 2023-2024 are attached hereto as Schedule A. The school calendar for the school years 2024-2025, 2025-2026, 2026-2027 and 2027-2028 will contain no less than 184 days, terminate on or before the last Friday in Regents' Week, except for teachers who have not successfully concluded all of their responsibilities, and be substantially similar to Schedule A.

ARTICLE XXVIII SCHOOL DAY

- A. Length of Day – The current length of the school day shall not be increased unless necessary to accommodate changes such as modular scheduling, but in no event shall it exceed seven (7) hours.

The Association and Administration agree that teachers will continue to recognize their professional responsibilities which may extend beyond the regular school day. These include reasonable involvement in the following:

1. Providing additional temporary assistance to pupils.
2. Meeting parents in conference as necessary.
3. Participating, following mutual consultation and agreement, in in-service programs, experimental projects, and other such activities.

- B. Meetings

1. After School Meetings – Faculty meetings, departmental meetings, grade level meetings, and other such meetings shall be held on Tuesday, except in emergency, and these meetings will be held to an hour's duration, except that on six (6) Tuesdays per year (not to exceed one (1) per month from October through May) such meetings shall be held to two (2) hours' duration. Whenever possible, teachers will be provided with at least thirty (30) days' notice in advance of an extended meeting of the nature referred to in this Article.

Effective July 1, 2014, for elementary teachers, five (5) of the six (6) extended meetings will allow for the first hour of the meeting to be used for teachers' self-directed professional work. The Association President, or his/her designee, and the Superintendent or his/her designee, shall meet to select which five (5) of the extended meetings during the school year will be designated for this purpose. Elementary teachers will be provided with a calendar of the extended meetings at least thirty (30) days prior to the first extended meeting of the school year. Teachers will submit a form to the principal prior to such meeting indicating their topic for self-directed professional work. The topic for professional work shall be teacher-selected and not subject to administrator approval.

The third (3rd) Tuesday of each month shall be reserved for after school meetings of the Association. In the event the third (3rd) Tuesday shall be a holiday, the next succeeding Tuesday which is a school day shall be so reserved for the Association. The Superintendent shall prepare a uniform schedule of Tuesday meetings. Teachers with at least half-time employment must attend all faculty meetings. Part-time teachers with less than half-time assignments shall attend a pro-rated number of faculty meetings, to be scheduled with the principal's approval. A separate schedule will be provided to District teachers assigned to private school.

2. "Evening" Meetings

- a. One (1) evening may be designated for a school event (e.g. parent-teacher conferences), in which all teachers shall participate for a period of time not to exceed three (3) hours. Teachers who volunteer, with the approval of their principal, to attend more than one (1) of such meetings shall be compensated at the supervision rate.
- b. In addition to the above-mentioned meeting, the principal may require teachers to attend an additional evening meeting for a period of time not to exceed three (3) hours. Teachers who volunteer, with the approval of their principal to attend more than one (1) of such additional meetings shall be compensated at the supervision rate. In the elementary schools only, the principal may designate the additional meeting for a specific purpose, which may require a group but not all of the teachers. The group of teachers required to attend that meeting will not be required to attend any other additional meeting. The dates will be included in the District Schedule of after school meeting dates, distributed no later than the first day of school.
- c. Two (2) alternative evening meeting dates shall be added to the District Schedule in the event that the designated evening meeting and/or additional evening meeting required by the principal, as set forth in subsections (a) and (b) above, are cancelled for any reason, including but not limited to inclement weather.

3. Superintendent Conference Day/Professional Development Days

- a. All District teachers shall have uniform work hours of 8:00 a.m. to 2:50 p.m. on the Superintendent's Conference Day that immediately precedes the first day on which students report to school, and the two (2) Professional Development days, which will be scheduled on the school calendar.

- b. Teachers for whom these hours pose a hardship (e.g. for reasons related to child care, etc.) shall be dealt with on an individual basis.
- c. A reminder of this agreement will be given to all teachers by the Association prior to the end of the preceding school year, so that teachers may make necessary arrangements.
- d. Notwithstanding Section (a), above, on any first day of school that falls on a Tuesday, teachers shall have a uniform workday from 8:00 a.m. through 3:50 p.m. The period 2:50 p.m. through 3:50 p.m. shall be used by teachers for self-directed professional work necessary for the opening of school. No department, faculty, grade level, or other similar group meetings shall be held from 2:50 through 3:50 p.m.
- e. On the Superintendent's Conference Day that has been held, but may not necessarily always be held, on Election Day, teachers shall have uniform work hours of 8:00 am. through 2:50 p.m. No department, faculty, grade level, or other similar group meeting shall be held after 2:50 p.m.
- f. Beginning with the 2008-09 school year, the Professional Development Day that has traditionally been scheduled in March shall not be held on a Tuesday.

C. Exam Days Work Schedule

- 1. All High School teachers will have uniform work hours of 8:10 a.m. to 2:56 p.m. on any day in January and June on which only examinations are scheduled with the exception outlined under Section 2, below.
- 2. High School teachers scheduled to proctor afternoon "P") examinations shall arrive at school no later than six (6) hours and forty-six (46) minutes prior to the anticipated end of the examination they are scheduled to proctor.
- 3. All Middle School teachers will have uniform work hours of 8:25 am. to 3:25 p.m. on any day in January or June on which only examinations are scheduled, with the exceptions outlined under Section 4, below.
- 4. Middle School teachers scheduled to proctor afternoon "P") examinations shall arrive at school no later than seven (7) hours prior to the anticipated end of the examination they are scheduled to proctor.
- 5. Teachers for whom these hours pose a hardship (e.g. for reasons related to child care, etc.) during examination periods will be dealt with on an individual basis.
- 6. A reminder of this provision will be given to all teachers by the Association within the first month of school so that teachers may make necessary arrangements.

ARTICLE XXIX ELEMENTARY REPORTING CONFERENCES

Where conferences are currently utilized for reporting pupil progress to parents, such conferences shall be conducted immediately after the end of each reporting period, except the last, in the following manner:

1. One (1) school day afternoon shall be designated a time for reporting during which such conferences will be scheduled. The pupil's teacher shall be freed from other duties during this time. All other staff members shall be available for service.
2. One (1) Tuesday afternoon immediately after the school day shall be designated a time for reporting during which such conferences will be scheduled. All other staff members shall be available during this time. This Tuesday shall not be a day reserved for an Association meeting.
3. One (1) evening shall be designated a time for reporting during which teachers shall be available for such conferences that may be scheduled. Evening conferences shall be reserved for those parents and pupils whose best interests may be thus served. After prior consultation with the teacher, the principal shall be responsible for identifying the desirability or need for an evening conference and for its scheduling.
4. In the event reporting conferences are not completed during the above times, it shall be the teacher's responsibility to make arrangements so that these additional conferences are satisfactorily completed. If after an adequate effort the parent does not present herself or himself, the principal may request that the teacher send a written statement about the pupil's progress to the parent.

ARTICLE XXX DEDUCTIONS: UNION DUES, CREDIT UNION, VOTE/COPE, AND NYSUT BENEFIT TRUST

A. Union Dues Deduction

1. The District will deduct from the salaries of its faculty dues for the Hewlett-Woodmere Faculty Association, as teachers individually and voluntarily authorize the District to deduct, and will transmit the monies promptly to the Hewlett-Woodmere Faculty Association to accomplish this purpose.
2. The Hewlett-Woodmere Faculty Association shall certify to the District in writing the current rate of its membership dues, at the time that the membership dues deduction list is provided to the Superintendent's office.
3. Deductions referred to in Section A above shall be made in the following manner: The total annual membership dues for the Association certified as mentioned above, shall be deducted in ten (10) to fourteen (14) exactly equal installments beginning with the first pay period after the 3⁰h day after notification and ending no later than the second paycheck in May. The Association will indicate the number (from 10 to

14) of exactly equal installments. The District shall supply to the Association a current list of the faculty each year in September. No later than the second scheduled paycheck in October, the Association shall provide the Superintendent's office with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Board to deduct dues for the Association as authorized in Section A above.

4. The District shall, following each pay period from which a dues deduction is made, transmit the amount so deducted to the Hewlett-Woodmere Faculty Association. The first and/or final transmittal shall be accompanied by a listing of the members for whom deductions have been made and the amount deducted for each.

B. Credit Union Deduction

1. The District will deduct from an employee's salary a sum of money designated by the employee and forward the same forthwith to Jovia Financial Credit Union.
2. The employee will be required to notify the District by September 1st of the year prior to the year in which a change in the amount to be deducted takes place (any new employee hired after July 1st of a given school year will be permitted to participate in this program by identifying the amount to be deducted thirty (30) days prior to the date which his/her participation will commence).
3. The amount to be deducted from each paycheck shall be in whole dollar amounts. Employees can stop the deduction at any time during the school year, but will not be permitted to change the amount of the deduction during the school year.
4. The District will provide one (1) check to the Credit Union for the total amount deducted from all employee's salaries along with a list of the names and dollar amounts for each employee.

C. VOTE/COPE Deduction

Upon proper authorization the District shall withhold monies for VOTE/COPE and forward to HWFA a single check payable to VOTE/COPE.

This authorization is voluntarily made on the specific understanding that the signing of this authorization and the making of payments to the VOTE/COPE are not conditions of membership in any labor organization or of employment with the School District and that the VOTE/COPE will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections. HWFA agrees that no money withheld pursuant to this provision shall be used to influence Hewlett-Woodmere School Board elections or any votes conducted by the District.

- D. NYSUT Benefit Trust Payroll Deduction-- Upon a teacher's written authorization to the District, the District will deduct from the teacher's salary a sum of money in an amount

determined and specified in writing by a billing notice to the District from the NYSUT Benefit Trust and forward said sum to the NYSUT Benefit Trust.

ARTICLE XXXI PERSONAL ABSENCES

- A. All bargaining unit members shall be entitled to personal absences as set forth in Schedule E. Effective July 1, 2023, absences shall be in accordance with the attached Absence Report Form.
- B. Teachers hired on or after March 1, 1990 shall be credited with sick leave at the commencement of employment at the rate of ten (10) days per year, pro-rated which shall be cumulative until the earlier of the following: (a) the teacher receives tenure or, (b) the teacher completes three (3) years of full-time employment or three (3) years of full time equivalent employment. Thereafter, they shall be covered by the provisions of Policy and Regulations y. Effective July 1, 2023, all unit members shall be granted fifteen (15) Personal and Family illness days per school year, July 1 through June 30. "Family" for purposes of this provision shall be spouse, children and parents. A doctor's certificate is required for absences of three or more consecutive workdays. Unused personal and family illness days may be accumulated to a maximum of 175 days.

Except as set forth in Article XXXVIII, employees who retire from the District and the Teachers' Retirement System on or after June 30, 2024 shall be entitled to payment for unused accumulated sick days, paid at the rate of one (1) days' pay for every three (3) days accumulated to a maximum of \$30,000. To be eligible for this payment, the employee must provide to the Superintendent of School no later than February 1st of the school year he/she intends to retire, an irrevocable letter of intent to retire from the District and TRS and such retirement must be effective June 30 of that school year. Such payment shall be a non-elective contribution to the employee's 403(b).

- C. FMLA leave entitlement shall be charged to sick leave. In the case of childbirth, FMLA leave will commence with the date of the child's birth.
- D. The Association's Contract and Personnel Committee shall be responsible for providing appropriate advice and assistance to teachers whose attendance is below average. Such advice and assistance shall be provided on a confidential basis between the committee member(s) and the teacher(s) involved.

ARTICLE XXXII LEAVES OF ABSENCE

A. Child Care Leave

- 1. A pregnant teacher shall not be required to withdraw from service or commence leave as long as she is physically able to effectively perform her duties. The determination of such ability shall be made by the District, which may require a physical examination by a physician designated by the District at the District's expense for such purpose. A teacher who adopts a child shall be considered for an

unpaid leave of absence on the same basis as any other teacher for the care of the child who is below school age. Teachers shall be entitled to child care leave for the remainder of the school year in which their child is born/adopted and the next school year. An additional year may be granted at the District's discretion.

2. Application Procedure:

- a. Teachers who intend to apply for an unpaid child care leave shall give a non-binding written notice of their intent on the District form two (2) weeks prior to the anticipated date of the birth of the baby.
- b. Teachers shall apply for a binding unpaid child care leave on the District form no later than three (3) weeks after the birth of the baby.
- c. In the event of unforeseen circumstances, which must be detailed in writing to the Assistant Superintendent for Finance & Personnel, and subject to said Assistant Superintendent for Finance & Personnel's approval, a teacher may apply for a leave less than three (3) weeks prior to the intended commencement of the unpaid leave or rescind an application already requested or granted.

B. Sabbatical Leave

1. The compensation paid by the District to a teacher on sabbatical leave for study shall be diminished when, if added to any salary, stipend, grant, honorarium or similar funds received by the teacher during the leave, the total received by the teacher exceeds the salary that would have been paid to the teacher had they not taken such leave. In the event the total received by the teacher exceeds his or her salary, the teacher shall return the excess to the District.
2. A teacher granted sabbatical leave shall return to service for a period of one (1) full school year following the leave. In the event the teacher leaves the service of the District before the expiration of that time, except for reasons of ill health or circumstances beyond his or her control, she/he shall return that part of the salary paid while on leave which is equal to the proportion between the balance of the one (1) year to be served and the one (1) year. As a condition to the granting of a sabbatical leave hereunder, the teacher receiving such leave shall acknowledge the above terms in writing.
3. Up to four (4) or more sabbatical leaves may be granted each school year at the discretion of the District.
4. Sabbatical leaves shall be compensated at the following rates:
 - a. Formal and/or Independent Study - (either full or half year) 75% of regularly scheduled salary.

- b. Rest, Travel, Improvement of Health - (either full or half year) 50% of regularly scheduled salary.
5. A sabbatical leave for formal study requires the satisfactory completion of a minimum of twelve (12) credits per semester, of approved graduate level courses at an institution of higher learning recognized by the New York State Department of Education or fully accredited by any of the following:
- New England Association of Colleges and Secondary Schools;
 - Middle States Association of Colleges and Secondary Schools, Commission on Institutions of Higher Education;
 - North Central Association of Colleges and Secondary Schools, Commission on Colleges and Universities;
 - Northwest Association of Secondary and Higher Schools, Commission on Higher Schools; Southern Association of Colleges and Schools;
 - Western Association of Schools and Colleges, Accrediting Commission for Senior Colleges and Universities.
6. Where due to the action or inaction of a teacher, or the Association, a sabbatical leave is granted and not accepted by June 1st preceding the fiscal year in which that leave is to begin, a substitute leave may be granted to another eligible teacher who shall be notified by the District of the availability of such grant not later than June 8th. That teacher must indicate acceptance of such grant by June 30th.
7. The basic purpose of a sabbatical leave is to promote professional growth and to benefit the School District. Therefore, in determining the priority for selection, primary consideration shall be given to those sabbatical leave plans which involve the greatest self-improvement and benefit to the school system. Secondary consideration will be given to staff members who have established seniority through service to the District. Preferential attention will be accorded to sabbatical leaves which affect continued employment of teachers.

The Association will select by whatever method it deems appropriate those seven (7) teachers who are to serve on the sabbatical leave committee referred to in Regulations No. 4152.1 (h).

The Administration shall notify the Association at the same time as it notifies the members of the sabbatical leave committee of the convening of a meeting of the committee.

- C. Special Leaves - At the discretion and upon the recommendation of the Superintendent, a leave of absence of up to two (2) years may be granted by the Board to any teacher upon application for the purpose of participating as full-time participant in the following

programs:

1. Exchange teaching programs in other states, territories or countries;
2. Foreign or military teaching programs;
3. Service in the Peace Corps, Teachers Corps or Job Corps.

Upon return from such leave, a teacher shall be granted salary credit for teaching experience only. Every effort will be made to place the returning teacher in the same school and tenure area occupied immediately prior to the leave.

ARTICLE XXXIII RETURN TO SERVICE FOLLOWING A LEAVE

As a condition to the grant of a leave for any purpose (whether paid or unpaid) the teacher who is to receive such leave shall acknowledge in writing that they will notify the District in writing of his or her intention to return or not to return to service, and that such notification shall be made by:

1. March 1st for teachers who are expected to return to service in a fall semester, or
2. August 1st for teachers who commenced unpaid child care leave after March 1st, or
3. November 1st for teachers who are expected to return to service in a spring semester.

Such writing will also acknowledge that in the event the teacher shall fail to notify the District in writing prior to the above dates, his or her failure to act may be deemed a resignation from service as of March 1st or August 1st or November 1st as the case may be.

The District will contact each teacher currently on an unpaid leave involved by registered or certified mail, return receipt requested, at least thirty (30) days prior to the above dates, and request a written statement of the teacher's intentions.

The teacher will respond by registered or certified mail, return receipt requested, by the above dates.

ARTICLE XXXIV STUDENT MANAGEMENT SYSTEM

All secondary staff will fully participate in the District's student management program. The District utilizes the Infinite Campus program as its "student management system." It will be expected that all staff enter the following items into the student management system.

1. All grades that will factor into a student's final average;

2. Upcoming homework assignments and assessments resulting in a grade (updated at least weekly);
3. Report card grades;
4. Progress report comments; and
5. Student attendance: period by period, completed daily.

The District will provide appropriate training to staff respecting the use of the program.

Upon selection of a student management system by the District for the elementary grades, the District shall first consult with the Association prior to implementation of the system. The selected system shall require staff to enter information into the student management system similar in scope to the information set forth above, appropriately modified for elementary grades.

ARTICLE XXXV DISTRICT-WIDE RULES AND PRACTICES

All District-Wide rules and practices shall be uniformly applied throughout the system. Variations may only occur when unavoidable and due to unusual circumstances.

ARTICLE XXXVI DISTRICT POLICIES AND REGULATIONS

Policies and Regulations affecting the terms and conditions of employment of teachers not replaced by this Agreement shall remain in full force and effect during the life of this Agreement. No new policy or change in existing policy affecting the terms and conditions of employment as set forth in this Agreement shall be adopted during the life of this Agreement unless with the full agreement of the Hewlett-Woodmere Faculty Association. If any policy or regulation is inconsistent with the terms of this Agreement, this Agreement shall control. All provisions of this Article shall apply to the Community School.

ARTICLE XXXVII MAINTENANCE OF BENEFITS

Any lawful benefits enjoyed heretofore by the faculty and not included in this Agreement shall not be diminished or changed during the life of this Agreement.

ARTICLE XXXVIII RETIREMENT INCENTIVE

Employees first eligible to retire from the New York State Teachers' Retirement System without penalty on or before June 30, 2023 and who retire from the District and TRS effective June 30, 2023 or June 30, 2024 shall receive a one-time retirement incentive payment of \$30,000. In order to be eligible for the incentive payment, the employee must provide an irrevocable letter of intent to retire by May 5, 2023 and must actually retire on either June 30, 2023 or June 30, 2024. Employees who qualify for and retire pursuant to this incentive shall not be entitled to pay for accumulated unused sick leave as set forth in Article XXXI.B. This retirement incentive sunsets June 30, 2024.

ARTICLE XXXIX ADVANCED PLACEMENT

- A. Advanced Placement (“AP”) examinations, where possible shall be proctored by teachers of AP courses.
- B. Only AP teachers who volunteer to proctor shall be assigned to proctor.
- C. No AP teacher shall proctor his/her own examination.
- D. No AP teacher shall proctor before his/her own examination has been administered.
- E. On any day on which an AP teacher proctors an AP examination: he/she shall report to school no later than 7:25; shall proctor and administer the examination; shall be released from his/her non-instructional assignment; shall have one lunch period and one preparation period; and shall end his/her day at 2:11.

ARTICLE XL CHALLENGE DAY

Teachers may participate in “Challenge Day,” when held at Hewlett High School. Only teachers who volunteer will participate. Teachers who volunteer may volunteer for any or all days. Those teachers who volunteer shall report to school by 7:30 AM, shall participate until 3 PM and shall be engaged in related Challenge Day activities for the entirety of the day without a normal unassigned lunch period or unencumbered prep period. There shall be no additional compensation for any teachers involved in Challenge Day.

ARTICLE XLI SCHEDULE FOR ELEMENTARY ART, MUSIC AND PE TEACHERS

The purpose of this Article is to quantify the teaching assignments for part-time teacher for budgetary purposes as well as have a guideline of fairness in assignments on a six-day cycle. The District shall not staff any teaching positions on less than .1 basis, so the conversion should not be taken to the hundredths for staffing or budgetary purposes. For budgeting and scheduling purposes, the following is a breakdown of minutes for full-time and part-time positions for Elementary Art, Music and Physical Education.

<u>POSITION</u>	<u>MINUTES PER WEEK</u>	<u>MINUTES PER 6 DAYS</u>
<u>.1</u>	<u>up to 110 - classroom instruction</u>	<u>up to 132 - classroom instruction</u>
<u>.2</u>	<u>111 to 220 - classroom instruction</u>	<u>133 to 264 - classroom instruction</u>
<u>.3</u>	<u>221 to 330 - classroom instruction</u>	<u>265 to 396 - classroom instruction</u>
<u>.4</u>	<u>331 to 440 - classroom instruction</u>	<u>397 to 528 - classroom instruction</u>
<u>.5</u>	<u>441 to 550 - classroom instruction</u>	<u>529 to 660 - classroom instruction</u>
<u>.6</u>	<u>551 to 660 - classroom instruction</u>	<u>661 to 792 - classroom instruction</u>
<u>.7</u>	<u>661 to 770 - classroom instruction</u>	<u>793 to 924 - classroom instruction</u>
<u>.8</u>	<u>771 to 880 - classroom instruction</u>	<u>925 to 1056 - classroom instruction</u>
<u>.9</u>	<u>881 to 999 - classroom instruction</u>	<u>1057 to 1199 - classroom instruction</u>

Full-time	1000 to 1300 (including interdisciplinary collaboration time)	1200 to 1560 (including interdisciplinary collaboration time)
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ARTICLE XLII GRIEVANCE AND ARBITRATION PROCEDURE

A. The Association, upon written notice, may submit a grievance for resolution in accordance with the procedure set forth herein below. No grievance will be entertained and such grievance will be deemed waived unless it is submitted within forty-five (45) school days following the occurrence giving rise to the grievance or forty-five (45) school days after a teacher affected by such occurrence knew or should have known of the occurrence upon which the grievance is based. In the latter case, the burden shall be on the grievant to prove why the occurrence giving rise to the grievance was not known or could not have been known by a teacher affected within forty-five (45) school days of the occurrence giving rise to the grievance. For the purpose of this Agreement, a grievance shall be defined as, and limited to, a specific complaint concerning the meaning, interpretation or application of a specific provision or provisions of this Agreement. All grievances shall be in writing, shall include a concise statement of the nature of the complaint, and the position of the grieving party with respect thereto. Such grievances shall be resolved as follows:

Step 1. The grievance shall be presented to the Building Principal or appropriate administrator or supervisor of the teacher of teachers concerned therewith. Such Principal, administrator or supervisor, as the case may be, shall then meet and confer with the designated Association representative and such teacher or teachers (and/or such teacher or teachers' representative) within ten (10) school days. In the event the grievance is not resolved within ten (10) school days following the meeting, it may be submitted in writing by the Association to the Superintendent of Schools within fourteen (14) school days after such meeting.

Step 2. The Superintendent of Schools or his/her designated representative shall meet and confer with the president of the Association or his or her designated representative within twelve (12) school days. In the event the grievance is not resolved within fourteen (14) school days following the meeting, it thereafter may be submitted in writing by the Association to arbitration in accordance with Step 3 within twenty-eight (28) school days after the meeting.

Step 3. An impartial arbitrator shall be selected in accordance with paragraph E hereof. The arbitrator so selected shall hear the matter as promptly as possible and issue his/her award within fourteen (14) days after the close of the hearing, or if oral hearings have been waived, after final submission of written proofs. Such award shall be final and binding upon the parties, except that either party may institute appropriate legal proceedings to set aside the decision and award of the arbitrator on the grounds of illegality or on any other ground or grounds permitted by law. The cost and expense of the arbitration shall be divided equally between the District and the Association.

- B. It is understood and agreed that the arbitrator shall not have the authority to add to, modify or change any of the express provisions of the Agreement, or make any decision or award which would be contrary to law or which limits or interferes with the powers, duties and responsibilities of the Board of Education under applicable laws or rules and regulations having the effect of law, unless such powers, duties and responsibilities are limited under this Agreement.
- C. Nothing herein contained shall be construed as limiting the right of any individual teacher to discuss informally any matter relating to terms and conditions of employment with any appropriate supervisor or administrator, provided no action is taken inconsistent with the terms of this Agreement.
- D. Where practical and appropriate the arbitrator shall apply the rules of evidence. Either party may retain a certified court stenographer to record the arbitration hearing. The cost of such stenographer shall be borne solely by the party requesting such service. If a party orders the transcript such party shall provide a copy thereof to the other party and shall be solely responsible for the cost of the copies of the transcript
- E. Arbitrators will be selected on a rotating basis from the following persona: (1) Rosemary A. Townley, (2) David Stein, and (3) Bonnie Weinstock.

Upon the Association President's written confirmation of the non-availability of each arbitrator, an arbitrator shall be selected in accordance with the rules and procedures and from the panel maintained for school district arbitration of the American Arbitration Association.

- F. No reprisals of any kind will be taken by either party against any employee by reason of his/her participation in the administration of a grievance.

ARTICLE XLIII SAVING CLAUSE

If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and a substitute provision shall be negotiated between the parties. The language of such substitute provision shall be agreed to by the parties only and shall not be arbitrable.

In the event any provision of this Agreement shall be at any time contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE XLIV ANTI-STRIKE PLEDGE

The Association affirms that it does not have the right to strike. The Association and its agents shall not engage in a strike or cause, instigate, encourage or condone a strike as defined by Section 201, Subdivision 9 of the Taylor Law.

ARTICLE XLV AGREEMENT BETWEEN PUBLIC EMPLOYERS AND EMPLOYEE ORGANIZATIONS

In accordance with the requirements of Section 204-a of the Taylor Law, it is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

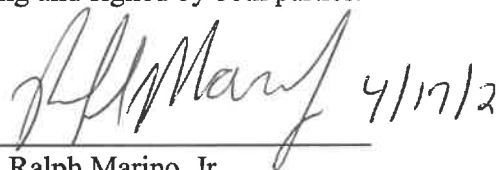
ARTICLE XLVI ZIPPER CLAUSE

The parties incorporate by reference into this Agreement all written grievance settlement agreements to date (e.g. Greenkill trip dated August 24, 1987), other than those which the parties agreed were not precedent setting. This Agreement, therefore, represents the entire understanding of the parties and there are no promises or representations made or intended other than those set forth herein that can add to, change or modify any provision of this Agreement. The parties hereto have had a full and completed opportunity to negotiate and present proposals and counter-proposals. It is, accordingly, agreed that during the term of this Agreement neither party shall be bound to negotiate any addition to, change or modification of this Agreement except as required by law.

ARTICLE XLVII ACCEPTANCE AND DURATION

This Agreement shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2028. This Agreement shall not be modified except in writing and signed by both parties.

By:  _____
Frederic Stark, President

By:  _____
Dr. Ralph Marino, Jr.
Superintendent of Schools

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Hewlett-Woodmere Public Schools 2022-2023

School Year Calendar

July 22						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
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August 22						
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September 22						
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January 23						
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February 23						
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April 23						
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July 23						
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27	28	29	30	31		

Superintendent's Conferences

Schools Closed

First / Last Day of Class

Classes in Session

Aug 29, 30 SCD

Aug 31, First Day of School

Sept. 5 Labor Day

Sept. 26, 27 Rosh Hashanah

Oct 5 Yom Kippur

Oct. 10 Columbus Day

Nov. 8 SCD/Election Day

Nov. 11 Veterans' Day

Nov. 24, 25 Thanksgiving

Dec. 23-Jan 2 Holiday Recess

Jan. 16 MLK

Feb. 20-24 Presidents Week

Apr. 6-14 Spring Recess

May 29 Memorial Day

June 19 Juneteenth

June 23 Last Day of School

Sequence of make up days should there be more than 4 unexpected school closings - 2/24; 2/23, 2/22, 2/21 Instructional Days for students 181 Days for teachers 184. If we do not use any snow days, the district will close on May 26th.

Hewlett-Woodmere Public Schools 2023-2024

School Year Calendar

July 23						
Su	M	Tu	W	Th	F	Sa
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September 23						
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October 23						
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November 23						
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December 23						
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February 24						
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March 24						
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April 24						
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May 24						
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June 24						
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July 24						
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August 24						
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

-  Superintendent's Conference Day
-  School Closed
-  First Day/Last Day of Classes
-  Classes in session

- August 31: Supt. Conf. Day (SCD)
- September 1-4: Labor Day Recess
- September 5: First Day of Classes
- September 25: Yom Kippur
- October 9: Columbus Day
- November 7: SCD/Election Day
- November 10: Veterans Day
- Nov. 23-24: Thanksgiving Recess
- Dec. 25 - Jan 1: Holiday Recess
- January 15: Martin Luther King, Jr. Day
- Feb. 19-23: Winter Recess
- March 13: SCD
- March 28 - April 1: Spring Recess #1
- April 22-30: Spring Recess #2
- May 27: Memorial Day
- June 19: Juneteenth

June 26: Last Day of School
 Sequence of make-up days if there are more than three (3) unexpected school closings: 4/1, 2/23, 2/22.
Instructional Days: Students: 181
Teachers: 184

SCHEDULE B1
TEACHER SALARY GUIDE 2022-2023
(Effective 7/1/22-6/30/23)

Step	BA	BA15	MA w/BA+30	MA w/BA+45	MA w/BA+60	MA w/BA+75	MA w/BA+90	DR
1	64,933	67,383	74,731	78,493	81,248	84,114	86,982	89,847
2	68,286	70,847	78,196	82,068	84,824	87,688	90,553	93,419
3	71,640	74,309	81,657	85,639	88,396	91,261	94,126	96,991
4	74,995	77,773	85,122	89,212	91,970	94,836	97,700	100,565
5	78,350	81,235	88,586	92,785	95,542	98,407	101,274	104,138
6	81,705	84,700	92,049	96,360	99,115	101,981	104,846	107,710
7	-	-	95,514	99,932	102,688	105,553	108,418	111,283
8	-	-	98,976	103,505	106,261	109,126	111,992	114,856
9	-	-	102,441	107,077	109,834	112,699	115,565	118,431
10	-	-	105,904	110,651	113,407	116,273	119,138	122,004
11	-	-	109,369	114,224	116,980	119,846	122,711	125,577
12	-	-	112,832	117,797	120,554	123,419	126,282	129,147
13	-	-	116,293	121,370	124,125	126,990	129,859	132,722
14	-	-	119,759	124,943	127,700	130,565	133,429	136,295
15	-	-	124,752	128,515	131,272	134,136	137,002	139,869
20	-	-	129,743	133,507	136,500	139,368	142,473	145,336
25	-	-	134,734	138,499	141,733	144,600	147,939	150,803
30	-	-	136,604	140,368	143,695	146,560	149,990	152,854

SCHEDULE B2
TEACHER SALARY GUIDE 2023-2024
(Effective 7/1/23-6/30/24)

Step			MA	MA	MA	MA	MA	DR
	BA	BA15	w/BA+30	w/BA+45	w/BA+60	w/BA+75	w/BA+90	
1	65,582	68,057	75,478	79,278	82,060	84,955	87,852	90,745
2	68,969	71,555	78,978	82,889	85,672	88,565	91,459	94,353
3	72,356	75,052	82,474	86,495	89,280	92,174	95,067	97,961
4	75,745	78,551	85,973	90,104	92,890	95,784	98,677	101,571
5	79,134	82,047	89,472	93,713	96,497	99,391	102,287	105,179
6	82,522	85,547	92,969	97,324	100,106	103,001	105,894	108,787
7	-	-	96,469	100,931	103,715	106,609	109,502	112,396
8	-	-	99,966	104,540	107,324	110,217	113,112	116,005
9	-	-	103,465	108,148	110,932	113,826	116,721	119,615
10	-	-	106,963	111,758	114,541	117,436	120,329	123,224
11	-	-	110,463	115,366	118,150	121,044	123,938	126,833
12	-	-	113,960	118,975	121,760	124,653	127,545	130,438
13	-	-	117,456	122,584	125,366	128,260	131,158	134,049
14	-	-	120,957	126,192	128,977	131,871	134,763	137,658
15	-	-	126,000	129,800	132,585	135,477	138,372	141,268
20	-	-	131,040	134,842	137,865	140,762	143,898	146,789
25	-	-	136,081	139,884	143,150	146,046	149,418	152,311
30	-	-	137,970	141,772	145,132	148,026	151,490	154,383

SCHEDULE B3
TEACHER SALARY GUIDE 2024-2025
(Effective 7/1/24-6/30/25)

Step	BA	BA15	MA w/BA+30	MA w/BA+45	MA w/BA+60	MA w/BA+75	MA w/BA+90	DR
1	66,238	68,738	76,233	80,071	82,881	85,805	88,731	91,652
2	69,659	72,271	79,768	83,718	86,529	89,451	92,374	95,297
3	73,080	75,803	83,299	87,360	90,173	93,096	96,018	98,941
4	76,502	79,337	86,833	91,005	93,819	96,742	99,664	102,587
5	79,925	82,867	90,367	94,650	97,462	100,385	103,310	106,231
6	83,347	86,402	93,899	98,297	101,107	104,031	106,953	109,875
7	-	-	97,434	101,940	104,752	107,675	110,597	113,520
8	-	-	100,966	105,585	108,397	111,319	114,243	117,165
9	-	-	104,500	109,229	112,041	114,964	117,888	120,811
10	-	-	108,033	112,876	115,686	118,610	121,532	124,456
11	-	-	111,568	116,520	119,332	122,254	125,177	128,101
12	-	-	115,100	120,165	122,978	125,900	128,820	131,742
13	-	-	118,631	123,810	126,620	129,543	132,470	135,389
14	-	-	122,167	127,454	130,267	133,190	136,111	139,035
15	-	-	127,260	131,098	133,911	136,832	139,756	142,681
20	-	-	132,350	136,190	139,244	142,170	145,337	148,257
25	-	-	137,442	141,283	144,582	147,506	150,912	153,834
30	-	-	139,350	143,190	146,583	149,506	153,005	155,927

SCHEDULE B4
TEACHER SALARY GUIDE 2025-2026
(Effective 7/1/25-6/30/26)

Step			MA	MA	MA	MA	MA	DR
	BA	BA15	w/BA+30	w/BA+45	w/BA+60	w/BA+75	w/BA+90	
1	66,900	69,425	76,995	80,872	83,710	86,663	89,618	92,569
2	70,356	72,994	80,566	84,555	87,394	90,346	93,298	96,250
3	73,811	76,561	84,132	88,234	91,075	94,027	96,978	99,930
4	77,267	80,130	87,701	91,915	94,757	97,709	100,661	103,613
5	80,724	83,696	91,271	95,597	98,437	101,389	104,343	107,293
6	84,180	87,266	94,838	99,280	102,118	105,071	108,023	110,974
7	-	-	98,408	102,959	105,800	108,752	111,703	114,655
8	-	-	101,976	106,641	109,481	112,432	115,385	118,337
9	-	-	105,545	110,321	113,161	116,114	119,067	122,019
10	-	-	109,113	114,005	116,843	119,796	122,747	125,701
11	-	-	112,684	117,685	120,525	123,477	126,429	129,382
12	-	-	116,251	121,367	124,208	127,159	130,108	133,059
13	-	-	119,817	125,048	127,886	130,838	133,795	136,743
14	-	-	123,389	128,729	131,570	134,522	137,472	140,425
15	-	-	128,533	132,409	135,250	138,200	141,154	144,108
20	-	-	133,674	137,552	140,636	143,592	146,790	149,740
25	-	-	138,816	142,696	146,028	148,981	152,421	155,372
30	-	-	140,744	144,622	148,049	151,001	154,535	157,486

SCHEDULE B5
TEACHER SALARY GUIDE 2026-2027
(Effective 7/1/26-6/30/27)

Step	BA	BA15	MA	MA	MA	MA	MA	DR
			w/BA+30	w/BA+45	w/BA+60	w/BA+75	w/BA+90	
1	67,569	70,119	77,765	81,681	84,547	87,530	90,514	93,495
2	71,060	73,724	81,372	85,401	88,268	91,249	94,231	97,213
3	74,549	77,327	84,973	89,116	91,986	94,967	97,948	100,929
4	78,040	80,931	88,578	92,834	95,705	98,686	101,668	104,649
5	81,531	84,533	92,184	96,553	99,421	102,403	105,386	108,366
6	85,022	88,139	95,786	100,273	103,139	106,122	109,103	112,084
7	-	-	99,392	103,989	106,858	109,840	112,820	115,802
8	-	-	102,996	107,707	110,576	113,556	116,539	119,520
9	-	-	106,600	111,424	114,293	117,275	120,258	123,239
10	-	-	110,204	115,145	118,011	120,994	123,974	126,958
11	-	-	113,811	118,862	121,730	124,712	127,693	130,676
12	-	-	117,414	122,581	125,450	128,431	131,409	134,390
13	-	-	121,015	126,298	129,165	132,146	135,133	138,110
14	-	-	124,623	130,016	132,886	135,867	138,847	141,829
15	-	-	129,818	133,733	136,603	139,582	142,566	145,549
20	-	-	135,011	138,928	142,042	145,028	148,258	151,237
25	-	-	140,204	144,123	147,488	150,471	153,945	156,926
30	-	-	142,151	146,068	149,529	152,511	156,080	159,061

SCHEDULE B6
TEACHER SALARY GUIDE 2027-2028
(Effective 7/1/27-6/30/28)

Step			MA	MA	MA	MA	MA	DR
	BA	BA15	w/BA+30	w/BA+45	w/BA+60	w/BA+75	w/BA+90	
1	68,245	70,820	78,543	82,498	85,392	88,405	91,419	94,430
2	71,771	74,461	82,186	86,255	89,151	92,161	95,173	98,185
3	75,294	78,100	85,823	90,007	92,906	95,917	98,927	101,938
4	78,820	81,740	89,464	93,762	96,662	99,673	102,685	105,695
5	82,346	85,378	93,106	97,519	100,415	103,427	106,440	109,450
6	85,872	89,020	96,744	101,276	104,170	107,183	110,194	113,205
7	-	-	100,386	105,029	107,927	110,938	113,948	116,960
8	-	-	104,026	108,784	111,682	114,692	117,704	120,715
9	-	-	107,666	112,538	115,436	118,448	121,461	124,471
10	-	-	111,306	116,296	119,191	122,204	125,214	128,228
11	-	-	114,949	120,051	122,947	125,959	128,970	131,983
12	-	-	118,588	123,807	126,705	129,715	132,723	135,734
13	-	-	122,225	127,561	130,457	133,467	136,484	139,491
14	-	-	125,869	131,316	134,215	137,226	140,235	143,247
15	-	-	131,116	135,070	137,969	140,978	143,992	147,004
20	-	-	136,361	140,317	143,462	146,478	149,741	152,749
25	-	-	141,606	145,564	148,963	151,976	155,484	158,495
30	-	-	143,573	147,529	151,024	154,036	157,641	160,652

SCHEDULE C-I

Establishment of new Schedule C Position - The establishment of a new Schedule C shall be through the mutual agreement between the District and the Association after completion of the "New Proposal for Schedule" form.

The Association shall be advised as soon as possible of the establishment of any new extra-curricular and co-curricular positions not listed in Schedule "C."

Compensation - The annual extra compensation of all teachers performing voluntary extra-curricular and co-curricular activities authorized by the Board shall be as set forth on Schedule "C" for 2022-23, 2023-24, 2024-25, 2025-26, 2026-27, 2027-28.

All of the extra and co-curricular rates set forth in Schedule C shall be increased as follows: 1% effective July 1, 2022; 1% effective July 1, 2023; 1% effective July 1, 2024; 1% effective July 1, 2025, and 1% effective July 1, 2026 and 1% Effective July 1, 2027.

Positions set forth in Schedule C-1 are inactive but continue to be subject to annual increase.

Annual Extra Compensation for Teachers Performing Voluntary Extra-Curricular and Co-Curricular Activities Outside of the School Day

Persons assigned to any position listed below will discharge all duties associated with that position for the indicated compensation.

All teacher compensation for services under Schedule C shall be paid only by the District.

I. Interscholastic Athletic Coaching

A. High School Interscholastic Athletic Coaching

Sport	Season	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Cheerleading (F) JV	FALL	\$ 3,812	\$ 3,850	\$ 3,889	\$ 3,928	\$ 3,967	\$ 4,007
Cheerleading (F) Varsity	FALL	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Cross Country Varsity	FALL	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Cross Country Varsity-Assistant	FALL	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Football JV	FALL	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Football JV-Assistant	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Football Varsity	FALL	\$ 10,810	\$ 10,918	\$ 11,027	\$ 11,137	\$ 11,248	\$ 11,360
Football Varsity-Assistant	FALL	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Football Varsity-Assistant	FALL	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Football Varsity-Assistant	FALL	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Soccer (B) JV	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Soccer (B) Varsity	FALL	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Soccer (B) Varsity-Assistant	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Soccer (G) JV	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Soccer (G) Varsity	FALL	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Soccer (G) Varsity-Assistant	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Swimming (G) Varsity	FALL	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Swimming (G) Varsity-Assistant	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Tennis (G) JV	FALL	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370

Tennis (G) Varsity	FALL	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Volleyball (B) JV	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Volleyball (B) Varsity	FALL	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Volleyball (G) JV	FALL	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Volleyball (G) Varsity	FALL	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Basketball (B) JV	WINTER	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Basketball (B) Varsity	WINTER	\$ 10,810	\$ 10,918	\$ 11,027	\$ 11,137	\$ 11,248	\$ 11,360
Basketball (B) Varsity-Assistant	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Basketball (G) JV	WINTER	\$ 7,874	\$ 7,953	\$ 8,033	\$ 8,113	\$ 8,194	\$ 8,276
Basketball (G) Varsity	WINTER	\$ 10,810	\$ 10,918	\$ 11,027	\$ 11,137	\$ 11,248	\$ 11,360
Basketball (G) Varsity-Assistant	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Bowling (B) Varsity	WINTER	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Bowling (G) Varsity	WINTER	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Cheerleading (BB) JV	WINTER	\$ 3,812	\$ 3,850	\$ 3,889	\$ 3,928	\$ 3,967	\$ 4,007
Cheerleading (BB) Varsity	WINTER	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Fencing (B) Varsity	WINTER	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Fencing (G) Varsity	WINTER	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Gymnastics (G) Varsity	WINTER	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Swimming (B) Varsity	WINTER	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Swimming (B) Varsity-Assistant	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Winter Track (B) Varsity	WINTER	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Winter Track (B) Varsity-Assistant	WINTER	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Winter Track (G) Varsity	WINTER	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Winter Track (G) Varsity-Assistant	WINTER	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Winter Track Asst Coach	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Wrestling (B) Varsity	WINTER	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Wrestling (B) Varsity-Assistant	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Wrestling (B) Varsity-Assistant	WINTER	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Sport	Season	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Baseball JV	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Baseball Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Baseball Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Golf Varsity	SPRING	\$ 5,095	\$ 5,146	\$ 5,197	\$ 5,249	\$ 5,301	\$ 5,354
Lacrosse (B) JV	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Lacrosse (G) JV	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Lacrosse (B) JV-Assistant	SPRING	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Lacrosse (G) JV-Assistant	SPRING	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Lacrosse (B) Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Lacrosse (G) Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Lacrosse (B) Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Lacrosse (G) Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Softball JV	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Softball Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Softball Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Spring Track (B) Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Spring Track (B) Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Spring Track (G) Varsity	SPRING	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Spring Track (G) Varsity-Assistant	SPRING	\$ 6,585	\$ 6,651	\$ 6,718	\$ 6,785	\$ 6,853	\$ 6,922
Spring Track Assistant Coach	SPRING	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370
Tennis (B) JV	SPRING	\$ 5,109	\$ 5,160	\$ 5,212	\$ 5,264	\$ 5,317	\$ 5,370

Tennis (B) Varsity	SPRING	\$ 7,518	\$ 7,593	\$ 7,669	\$ 7,746	\$ 7,823	\$ 7,901
Unified Basketball	SPRING	\$ 5,114	\$ 5,165	\$ 5,217	\$ 5,269	\$ 5,322	\$ 5,375

B. Middle School Interscholastic Athletic Coaching

Sport	Season	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Cheerleading (F) - Head Coach	FALL	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Cross Country Track	FALL	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Football-Assistant Head Coach	FALL	\$ 4,940	\$ 4,989	\$ 5,039	\$ 5,089	\$ 5,140	\$ 5,191
Football-Assistant Head Coach	FALL	\$ 4,940	\$ 4,989	\$ 5,039	\$ 5,089	\$ 5,140	\$ 5,191
Football-Head Coach	FALL	\$ 6,227	\$ 6,289	\$ 6,352	\$ 6,416	\$ 6,480	\$ 6,545
Soccer (B) - Head Coach	FALL	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Soccer (G) - Head Coach	FALL	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Swimming (G) - Head Coach	FALL	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Tennis (B) - Head Coach	FALL	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Gymnastics - Head Coach	WINTER	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Basketball (B) - Head Coach	WINTER 1	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Cheerleading (BB) - Head Coach	WINTER 1	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Swimming (B) - Head Coach	WINTER 1	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Volleyball (G) - Head Coach	WINTER 1	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Track & Field (B/G)-Head Coach	WINTER 1	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Track & Field (B/G)-Asst Coach	WINTER 1	\$ 3,545	\$ 3,580	\$ 3,616	\$ 3,652	\$ 3,689	\$ 3,726
Basketball (G) - Head Coach	WINTER 2	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Volleyball (B) - Head Coach	WINTER 2	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Wrestling-Assistant Coach	WINTER 2	\$ 4,380	\$ 4,424	\$ 4,468	\$ 4,513	\$ 4,558	\$ 4,604
Wrestling-Head Coach	WINTER 2	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Baseball-Head Coach	SPRING	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Lacrosse (B)-Assistant Head Coach	SPRING	\$ 4,380	\$ 4,424	\$ 4,468	\$ 4,513	\$ 4,558	\$ 4,604
Lacrosse (B)-Head Coach	SPRING	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Lacrosse (G)-Assistant Head Coach	SPRING	\$ 4,380	\$ 4,424	\$ 4,468	\$ 4,513	\$ 4,558	\$ 4,604
Lacrosse (G)-Head Coach	SPRING	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Softball (G)-Head Coach	SPRING	\$ 5,247	\$ 5,299	\$ 5,352	\$ 5,406	\$ 5,460	\$ 5,515
Sport	Season	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Spring Track-Assistant	SPRING	\$ 3,814	\$ 3,852	\$ 3,891	\$ 3,930	\$ 3,969	\$ 4,009
Spring Track (B)-Head Coach	SPRING	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Spring Track (G)-Head Coach	SPRING	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Tennis (G)-Head Coach	SPRING	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490

Add \$50.00 per night if sports camp activity is conducted outside of the metropolitan N.Y.C. - Long Island area before the start of the school year.

Scouting trips outside of regular coaching responsibilities daily rate: \$20.00 if the league increases or decreases the length of a given sports session, the rate of compensation in Schedule C shall be prorated up or down accordingly.

SCHEDULE C - II

II. Intramural Athletics Activities

Per Session Rate:

2022-2023: *	\$41.50
2023-2024: *	\$41.75
2024-2025: *	\$42.25
2025-2026: *	\$42.75
2026-2027: *	\$43.00
2027-2028: *	\$43.50

Per Session Rate:

(swimming only)

2022-2023: *	\$53.50
2023-2024: *	\$54.00
2024-2025: *	\$54.50
2025-2026: *	\$55.25
2026-2027: *	\$55.75
2027-2028: *	\$56.25

In the event that a scheduled session of an intramural athletics activity is not met for any reason, the session shall be rescheduled. If it is impossible to reschedule a make-up session, no deduction shall be made by the teachers's compensation, unless the session did not meet due to the fault of the teacher. In that case, the teacher shall not be paid for the session.

In the event the District authorized and teacher volunteers to conduct an extramural contest of an intramural activity outside of the school district, the total compensation for each such activity shall be \$35.00.

SCHEDULE C - III

III. Co-Curricular and Extra-Curricular Activities

A. Supervision of High School Activities Related to the School Program

HIGH SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
9th Grade Class Sponsorship	\$ 1,493	\$ 1,508	\$ 1,523	\$ 1,538	\$ 1,553	\$ 1,569
10th Grade Class Sponsorship	\$ 1,804	\$ 1,822	\$ 1,840	\$ 1,858	\$ 1,877	\$ 1,896
11th Grade Class Sponsorship	\$ 2,060	\$ 2,081	\$ 2,102	\$ 2,123	\$ 2,144	\$ 2,165
12th Grade Class Sponsorship	\$ 2,060	\$ 2,081	\$ 2,102	\$ 2,123	\$ 2,144	\$ 2,165
Art Club	\$ 1,493	\$ 1,508	\$ 1,523	\$ 1,538	\$ 1,553	\$ 1,569
Bulldog Book Store	\$ 3,886	\$ 3,925	\$ 3,964	\$ 4,004	\$ 4,044	\$ 4,084
Best Buddies	\$ 2,748	\$ 2,775	\$ 2,803	\$ 2,831	\$ 2,859	\$ 2,888
Cabaret Night	\$ 3,705	\$ 3,742	\$ 3,779	\$ 3,817	\$ 3,855	\$ 3,894
Cabaret Night Music	\$ 1,804	\$ 1,822	\$ 1,840	\$ 1,858	\$ 1,877	\$ 1,896
Chess Club	\$ 1,460	\$ 1,475	\$ 1,490	\$ 1,505	\$ 1,520	\$ 1,535
Classic Film Club	\$ 2,765	\$ 2,793	\$ 2,821	\$ 2,849	\$ 2,877	\$ 2,906
Commencement	\$ 2,164	\$ 2,186	\$ 2,208	\$ 2,230	\$ 2,252	\$ 2,275
Community Garden	\$10,082.83	\$10,183.66	\$10,286.00	\$10,389.00	\$10,493.00	\$10,598.00
Debate	\$ 7,624	\$ 7,700	\$ 7,777	\$ 7,855	\$ 7,934	\$ 8,013
DECA	\$ 4,581	\$ 4,627	\$ 4,673	\$ 4,720	\$ 4,767	\$ 4,815
Environment Club	\$ 4,557	\$ 4,603	\$ 4,649	\$ 4,695	\$ 4,742	\$ 4,789
Euro Challenge	\$ 2,541	\$ 2,566	\$ 2,592	\$ 2,618	\$ 2,644	\$ 2,670
Federal Reserve	\$ 1,765	\$ 1,783	\$ 1,801	\$ 1,819	\$ 1,837	\$ 1,855
Film Production Club	\$ 2,925	\$ 2,954	\$ 2,984	\$ 3,014	\$ 3,044	\$ 3,074
For Lang Exc #2	\$ 3,040	\$ 3,070	\$ 3,101	\$ 3,132	\$ 3,163	\$ 3,195
For Lang Honor Society	\$ 2,286	\$ 2,309	\$ 2,332	\$ 2,355	\$ 2,379	\$ 2,403
Gaming Club	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Half Step Squad	\$ 2,286	\$ 2,309	\$ 2,332	\$ 2,355	\$ 2,379	\$ 2,403
Hebrew Culture Club	\$ 905	\$ 914	\$ 923	\$ 932	\$ 941	\$ 950
History Club	\$ 2,745	\$ 2,772	\$ 2,800	\$ 2,828	\$ 2,856	\$ 2,885
History Bee/Bowl	\$ 3,666	\$ 3,703	\$ 3,740	\$ 3,777	\$ 3,815	\$ 3,853
Honor Society	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Gender and Sexuality Alliance (GSA)	\$ 1,909	\$ 1,928	\$ 1,947	\$ 1,966	\$ 1,986	\$ 2,006
IN Club	\$ 2,489	\$ 2,514	\$ 2,539	\$ 2,564	\$ 2,590	\$ 2,616
Intel Research/Statistical Support	\$ 5,262	\$ 5,315	\$ 5,368	\$ 5,422	\$ 5,476	\$ 5,531
Key Club	\$ 3,241	\$ 3,273	\$ 3,306	\$ 3,339	\$ 3,372	\$ 3,406
Leaders' Club	\$ 2,060	\$ 2,081	\$ 2,102	\$ 2,123	\$ 2,144	\$ 2,165
Math Honor Society	\$ 2,488	\$ 2,513	\$ 2,538	\$ 2,563	\$ 2,589	\$ 2,615
Mental Health Awareness Club	\$ 1,330	\$ 1,343	\$ 1,356	\$ 1,370	\$ 1,384	\$ 1,398
Mock Trial	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Model Congress	\$ 10,007	\$ 10,107	\$ 10,208	\$ 10,310	\$ 10,413	\$ 10,517
Multi-Cultural Club	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
National History Day Competition	\$ 1,602	\$ 1,618	\$ 1,634	\$ 1,650	\$ 1,667	\$ 1,684
Photography	\$ 1,381	\$ 1,395	\$ 1,409	\$ 1,423	\$ 1,437	\$ 1,451
Political Economic Events	\$ 411	\$ 415	\$ 419	\$ 423	\$ 427	\$ 431
Pre-Med	\$ 1,826	\$ 1,844	\$ 1,862	\$ 1,881	\$ 1,900	\$ 1,919
HIGH SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Robotics Programming	\$ 1,372	\$ 1,386	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442
Robotics Team	\$ 9,195	\$ 9,287	\$ 9,380	\$ 9,474	\$ 9,569	\$ 9,665
SADD	\$ 4,581	\$ 4,627	\$ 4,673	\$ 4,720	\$ 4,767	\$ 4,815
Science Honor Society	\$ 1,702	\$ 1,719	\$ 1,736	\$ 1,753	\$ 1,771	\$ 1,789
Science Olympiad	\$ 1,141	\$ 1,152	\$ 1,164	\$ 1,176	\$ 1,188	\$ 1,200
Senior Prom	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406
Spark Club	\$ 1,828	\$ 1,846	\$ 1,864	\$ 1,883	\$ 1,902	\$ 1,921
Sr. Math Team	\$ 3,604	\$ 3,640	\$ 3,676	\$ 3,713	\$ 3,750	\$ 3,788
Stock Market Club	\$ 1,541	\$ 1,556	\$ 1,572	\$ 1,588	\$ 1,604	\$ 1,620

Student Council Advisor	\$ 6,227	\$ 6,289	\$ 6,352	\$ 6,416	\$ 6,480	\$ 6,545
Student Council Assistant Advisor	\$ 2,884	\$ 2,913	\$ 2,942	\$ 2,971	\$ 3,001	\$ 3,031
Summer Research Club	\$ 2,986	\$ 3,016	\$ 3,046	\$ 3,076	\$ 3,107	\$ 3,138
Summer Science Research Club	\$ 2,986	\$ 3,016	\$ 3,046	\$ 3,076	\$ 3,107	\$ 3,138
Thespian Honor Society	\$ 859	\$ 868	\$ 877	\$ 886	\$ 895	\$ 904
Web Design & Marketing	\$ 457	\$ 462	\$ 467	\$ 472	\$ 477	\$ 482
Wellness Club	\$ 3,645	\$ 3,681	\$ 3,718	\$ 3,755	\$ 3,793	\$ 3,831
World Language Club	\$ 1,826	\$ 1,844	\$ 1,862	\$ 1,881	\$ 1,900	\$ 1,919
Youth Leadership Group	\$ 2,971	\$ 3,001	\$ 3,031	\$ 3,061	\$ 3,092	\$ 3,123
PUBLICATIONS						
Newspaper	\$ 10,956	\$ 11,066	\$ 11,177	\$ 11,289	\$ 11,402	\$ 11,516
Vintage	\$ 2,884	\$ 2,913	\$ 2,942	\$ 2,971	\$ 3,001	\$ 3,031
Yearbook	\$ 5,762	\$ 5,820	\$ 5,878	\$ 5,937	\$ 5,996	\$ 6,056
Yearbook-Business	\$ 2,468	\$ 2,493	\$ 2,518	\$ 2,543	\$ 2,568	\$ 2,594
DRAMATIC PRODUCTION #1: (per play)						
Art Advisor	\$ 772	\$ 780	\$ 788	\$ 796	\$ 804	\$ 812
Business Manager	\$ 1,239	\$ 1,251	\$ 1,264	\$ 1,277	\$ 1,290	\$ 1,303
Costume Advisor	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960	\$ 970
Director	\$ 5,300	\$ 5,353	\$ 5,407	\$ 5,461	\$ 5,516	\$ 5,571
Director-Assistant	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960	\$ 970
Set Construction	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406
DRAMATIC PRODUCTION #2: (per play)						
Art Advisor	\$ 772	\$ 780	\$ 788	\$ 796	\$ 804	\$ 812
Business Manager	\$ 1,239	\$ 1,251	\$ 1,264	\$ 1,277	\$ 1,290	\$ 1,303
Costume Advisor	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960	\$ 970
Director	\$ 5,300	\$ 5,353	\$ 5,407	\$ 5,461	\$ 5,516	\$ 5,571
Director-Assistant	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960	\$ 970
Set Construction	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406

B. Middle School Activities

MIDDLE SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
6th Grade Env. Fair	\$ 891	\$ 900	\$ 909	\$ 918	\$ 927	\$ 936
7th Consumer Olympics	\$ 891	\$ 900	\$ 909	\$ 918	\$ 927	\$ 936
7th Grade Trip Coord. Day	\$ 801	\$ 809	\$ 817	\$ 825	\$ 833	\$ 841
8th Grade Trip Coord. Day	\$ 548	\$ 553	\$ 559	\$ 565	\$ 571	\$ 577
8th Science Exhibit	\$ 891	\$ 900	\$ 909	\$ 918	\$ 927	\$ 936
AM Student Athletics	\$ 3,206	\$ 3,238	\$ 3,270	\$ 3,303	\$ 3,336	\$ 3,369
MIDDLE SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Art Club	\$ 1,808	\$ 1,826	\$ 1,844	\$ 1,862	\$ 1,881	\$ 1,900
Awards Coordinator	\$ 450	\$ 455	\$ 460	\$ 465	\$ 470	\$ 475
Environmental Ed Club	\$ 1,552	\$ 1,568	\$ 1,584	\$ 1,600	\$ 1,616	\$ 1,632
Frost Valley Coordinator (Environ. Ed)	\$ 1,386	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442	\$ 1,456
Builders Club	\$ 1,742	\$ 1,759	\$ 1,777	\$ 1,795	\$ 1,813	\$ 1,831
Bulldog Buddies	\$ 911	\$ 920	\$ 929	\$ 938	\$ 947	\$ 956
Chess Club	\$ 1,094	\$ 1,105	\$ 1,116	\$ 1,127	\$ 1,138	\$ 1,149
Community Svc. Coordinator	\$ 1,094	\$ 1,105	\$ 1,116	\$ 1,127	\$ 1,138	\$ 1,149
Foreign Language Club	\$ 1,367	\$ 1,381	\$ 1,395	\$ 1,409	\$ 1,423	\$ 1,437
Geography Bee	\$ 526	\$ 531	\$ 536	\$ 541	\$ 546	\$ 551
Graduation Advisor	\$ 450	\$ 455	\$ 460	\$ 465	\$ 470	\$ 475
Frost Valley Coordinator	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920
History Bee/Bowl	\$ 1,366	\$ 1,380	\$ 1,394	\$ 1,408	\$ 1,422	\$ 1,436
History Fair	\$ 771	\$ 779	\$ 787	\$ 795	\$ 803	\$ 811
Homework Club	\$ 4,463	\$ 4,508	\$ 4,553	\$ 4,599	\$ 4,645	\$ 4,691
Lego/Robotics Club	\$ 1,553	\$ 1,569	\$ 1,585	\$ 1,601	\$ 1,617	\$ 1,633
Math Fair Club	\$ 891	\$ 900	\$ 909	\$ 918	\$ 927	\$ 936
Math Team (Math Counts Ad)	\$ 1,417	\$ 1,431	\$ 1,445	\$ 1,459	\$ 1,474	\$ 1,489
National Junior Honor Society	\$ 2,152	\$ 2,174	\$ 2,196	\$ 2,218	\$ 2,240	\$ 2,262
SADD	\$ 1,591	\$ 1,607	\$ 1,623	\$ 1,639	\$ 1,655	\$ 1,672

Social Studies Fair	\$ 3,142	\$ 3,173	\$ 3,205	\$ 3,237	\$ 3,269	\$ 3,302
Social Studies Olympiad	\$ 526	\$ 531	\$ 536	\$ 541	\$ 546	\$ 551
Spelling Bee Coordinator	\$ 362	\$ 366	\$ 370	\$ 374	\$ 378	\$ 382
Student Council	\$ 4,115	\$ 4,156	\$ 4,198	\$ 4,240	\$ 4,282	\$ 4,325
Wellness Activities Coordinator	\$ 1,580	\$ 1,596	\$ 1,612	\$ 1,628	\$ 1,644	\$ 1,660
Wellness Week Programmer	\$ 1,580	\$ 1,596	\$ 1,612	\$ 1,628	\$ 1,644	\$ 1,660
World of Difference Club	\$ 1,810	\$ 1,828	\$ 1,846	\$ 1,864	\$ 1,883	\$ 1,902
Youth Leadership Group	\$ 2,746	\$ 2,773	\$ 2,801	\$ 2,829	\$ 2,857	\$ 2,886
PUBLICATIONS						
Newspaper-Advisor	\$ 2,468	\$ 2,493	\$ 2,518	\$ 2,543	\$ 2,568	\$ 2,594
Yearbook-Advisor	\$ 3,382	\$ 3,416	\$ 3,450	\$ 3,485	\$ 3,520	\$ 3,555
Yearbook-Asst. Advisor	\$ 1,743	\$ 1,760	\$ 1,778	\$ 1,796	\$ 1,814	\$ 1,832

C. Music/Drama

MUSIC ADVISORS	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
High School Vocal Jazz	\$ 1,645	\$ 1,661	\$ 1,678	\$ 1,695	\$ 1,712	\$ 1,729
High School Jazz Orchestra	\$ 3,018	\$ 3,048	\$ 3,078	\$ 3,109	\$ 3,140	\$ 3,171
Jazz Lab	\$ 1,509	\$ 1,524	\$ 1,539	\$ 1,554	\$ 1,570	\$ 1,586
Tri-M Music Honor Society	\$ 1,600	\$ 1,616	\$ 1,632	\$ 1,648	\$ 1,664	\$ 1,681
Marching Band-Flag Squad	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
WMS Dir of Chamber Orchestra	\$ 2,056	\$ 2,077	\$ 2,098	\$ 2,119	\$ 2,140	\$ 2,161
WMS Dir of Jazz Ensemble	\$ 2,056	\$ 2,077	\$ 2,098	\$ 2,119	\$ 2,140	\$ 2,161
Pep-Band Director	\$ 2,743	\$ 2,770	\$ 2,798	\$ 2,826	\$ 2,854	\$ 2,883
HS MUSICAL PRODUCTION (per play)						
Scenic Coordinator	\$ 914	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960
Director of Choreography	\$ 2,285	\$ 2,308	\$ 2,331	\$ 2,354	\$ 2,378	\$ 2,402
Director of Costuming	\$ 2,285	\$ 2,308	\$ 2,331	\$ 2,354	\$ 2,378	\$ 2,402
Lead Show Director	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Asst Director & Tckets/Publicity	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Director of Music	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Asst Coordinator of Music	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Instrumental Coordinator	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Construction Coordinator	\$ 2,285	\$ 2,308	\$ 2,331	\$ 2,354	\$ 2,378	\$ 2,402
Technical Director	\$ 4,114	\$ 4,155	\$ 4,197	\$ 4,239	\$ 4,281	\$ 4,324
Sound Engineer	\$ 1,600	\$ 1,616	\$ 1,632	\$ 1,648	\$ 1,664	\$ 1,681
Lighting Engineer	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
MUSIC ADVISORS	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Lead Show Director	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Asst Director & Tckts/Publicity	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Director of Music	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Asst Coordinator of Music	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Instrumental Coordinator	\$ 5,485	\$ 5,540	\$ 5,595	\$ 5,651	\$ 5,708	\$ 5,765
Construction Coordinator	\$ 2,285	\$ 2,308	\$ 2,331	\$ 2,354	\$ 2,378	\$ 2,402
Technical Director	\$ 4,114	\$ 4,155	\$ 4,197	\$ 4,239	\$ 4,281	\$ 4,324
Sound Engineer	\$ 1,600	\$ 1,616	\$ 1,632	\$ 1,648	\$ 1,664	\$ 1,681
Lighting Engineer	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
MS PLAY PRODUCTION (per play)						
Scenic Coordinator	\$ 914	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960
Director of Choreography	\$ 1,828	\$ 1,846	\$ 1,864	\$ 1,883	\$ 1,902	\$ 1,921
Director of Costuming	\$ 1,828	\$ 1,846	\$ 1,864	\$ 1,883	\$ 1,902	\$ 1,921
Lead Show Director	\$ 4,571	\$ 4,617	\$ 4,663	\$ 4,710	\$ 4,757	\$ 4,805
Assistant Director & Tickets/Publicity	\$ 2,285	\$ 2,308	\$ 2,331	\$ 2,354	\$ 2,378	\$ 2,402
Coordinator of Music	\$ 3,200	\$ 3,232	\$ 3,264	\$ 3,297	\$ 3,330	\$ 3,363
Construction Coordinator	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
Technical Director	\$ 2,743	\$ 2,770	\$ 2,798	\$ 2,826	\$ 2,854	\$ 2,883

Sound Engineer	\$ 1,600	\$ 1,616	\$ 1,632	\$ 1,648	\$ 1,664	\$ 1,681
Lighting Engineer	\$ 1,371	\$ 1,385	\$ 1,399	\$ 1,413	\$ 1,427	\$ 1,441
New District Positions						
Auditorium Manager	\$ 5,942	\$ 6,001	\$ 6,061	\$ 6,122	\$ 6,183	\$ 6,245
Media Project Manager	\$ 5,942	\$ 6,001	\$ 6,061	\$ 6,122	\$ 6,183	\$ 6,245
Outdoor Jumbo Tron Coordinator	\$ 1,600	\$ 1,616	\$ 1,632	\$ 1,648	\$ 1,664	\$ 1,681

D. Hewlett Elementary School Activities

HEWLETT ELEMENTARY	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Bulldog Buddies	\$ 1,143	\$ 1,154	\$ 1,166	\$ 1,178	\$ 1,190	\$ 1,202
GLOBE Environmental Club	\$ 896	\$ 905	\$ 914	\$ 923	\$ 932	\$ 941
Homework Helpers	\$ 2,745	\$ 2,772	\$ 2,800	\$ 2,828	\$ 2,856	\$ 2,885
Math Olympiad #1	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Math Olympiad #2	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Math Olympiad #3	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Math Minds	\$ 1,372	\$ 1,386	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442
Music Technology	\$ 679	\$ 686	\$ 693	\$ 700	\$ 707	\$ 714
Music Technology #2	\$ 679	\$ 686	\$ 693	\$ 700	\$ 707	\$ 714
Rabbits Book Club	\$ 1,648	\$ 1,664	\$ 1,681	\$ 1,698	\$ 1,715	\$ 1,732
Special Events Art	\$ 980	\$ 990	\$ 1,000	\$ 1,010	\$ 1,020	\$ 1,030
Stock Market Club	\$ 450	\$ 455	\$ 460	\$ 465	\$ 470	\$ 475
HEWLETT ELEMENTARY	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Student Council Advisor	\$ 671	\$ 678	\$ 685	\$ 692	\$ 699	\$ 706
Webmasters/Intranet Club	\$ 737	\$ 744	\$ 751	\$ 759	\$ 767	\$ 775

E. Ogden Elementary School Activities

OGDEN ELEMENTARY	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Art Club	\$ 915	\$ 924	\$ 933	\$ 942	\$ 951	\$ 961
Bulldog Buddies	\$ 1,142	\$ 1,153	\$ 1,165	\$ 1,177	\$ 1,189	\$ 1,201
Math Olympiad	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Newspaper /Broadcasting	\$ 2,126	\$ 2,147	\$ 2,168	\$ 2,190	\$ 2,212	\$ 2,234
Number Crunchers Math Enrichment	\$ 950	\$ 960	\$ 970	\$ 980	\$ 990	\$ 1,000
Board Game Club	\$ 1,372	\$ 1,386	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442
STEAM	\$ 912	\$ 921	\$ 930	\$ 939	\$ 948	\$ 957
Student Council Advisor	\$ 671	\$ 678	\$ 685	\$ 692	\$ 699	\$ 706
Student Council Election Advisor	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Theatre Workshop Advisor	\$ 642	\$ 648	\$ 654	\$ 661	\$ 668	\$ 675
Theatre Workshop Performance Coord.	\$ 1,053	\$ 1,064	\$ 1,075	\$ 1,086	\$ 1,097	\$ 1,108

F. Franklin Early Childhood Center Activities

FECC	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Bulldog Buddies	\$ 1,143	\$ 1,154	\$ 1,166	\$ 1,178	\$ 1,190	\$ 1,202
Bunnies Reading Club	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442	\$ 1,456	\$ 1,471
ELL Afterschool Playgroup	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442	\$ 1,456	\$ 1,471
Mini Mathematicians	\$ 1,052	\$ 1,063	\$ 1,074	\$ 1,085	\$ 1,096	\$ 1,107

SCHEDULE C1: INACTIVE CLUB RATES

High School Interscholastic Athletic Coaching

HIGH SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Football Photographer	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406

Middle School Interscholastic Athletic Coaching

MIDDLE SCHOOL	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
HS Football Camp	\$ 1,431	\$ 1,445	\$ 1,459	\$ 1,474	\$ 1,489	\$ 1,504
Cheerleading (BB) - Head Coach	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490
Cheerleading (F) - Head Coach	\$ 4,272	\$ 4,315	\$ 4,358	\$ 4,402	\$ 4,446	\$ 4,490

Supervision of High School Activities Related to the School Program

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
After Math Club	\$ 1,287	\$ 1,300	\$ 1,313	\$ 1,326	\$ 1,339	\$ 1,352
American Field Services Advisor	\$ 2,986	\$ 3,016	\$ 3,046	\$ 3,076	\$ 3,107	\$ 3,138
Amnesty International Club	\$ 621	\$ 627	\$ 633	\$ 639	\$ 645	\$ 651
Chess/Logic & Strategy Games	\$ 2,050	\$ 2,071	\$ 2,092	\$ 2,113	\$ 2,134	\$ 2,155
Chess Team Coach	\$ 1,237	\$ 1,250	\$ 1,262	\$ 1,275	\$ 1,287	\$ 1,300
Coffee House	\$ 996	\$ 1,006	\$ 1,016	\$ 1,026	\$ 1,036	\$ 1,046
Community Reach Out (AKA Reach Out to Seniors)	\$ 1,439	\$ 1,453	\$ 1,468	\$ 1,483	\$ 1,498	\$ 1,513
Computer Club	\$ 3,241	\$ 3,273	\$ 3,306	\$ 3,339	\$ 3,372	\$ 3,406
Crossroads Bible Study Facilitator	\$ 1,762	\$ 1,780	\$ 1,798	\$ 1,816	\$ 1,834	\$ 1,852
For Lang Exe #1	\$ 2,986	\$ 3,016	\$ 3,046	\$ 3,076	\$ 3,107	\$ 3,138
French Club	\$ 1,735	\$ 1,752	\$ 1,770	\$ 1,788	\$ 1,806	\$ 1,824
Gay/Straight Alliance	\$ 723	\$ 730	\$ 737	\$ 744	\$ 751	\$ 759
Hebrew Cultural Club	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,803	\$ 1,821	\$ 1,840
Human Rights Awareness	\$ 1,909	\$ 1,928	\$ 1,947	\$ 1,966	\$ 1,986	\$ 2,006
Italian Club	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Latin Club	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Poetry Club	\$ 1,493	\$ 1,508	\$ 1,523	\$ 1,538	\$ 1,553	\$ 1,569
Public Relations Tournament	\$ 4,504	\$ 4,549	\$ 4,594	\$ 4,640	\$ 4,686	\$ 4,733
Richard Lesser Tournament	\$ 905	\$ 914	\$ 923	\$ 932	\$ 941	\$ 950
Science Club	\$ 1,439	\$ 1,453	\$ 1,468	\$ 1,483	\$ 1,498	\$ 1,513
Science Olympiad	\$ 1,700	\$ 1,717	\$ 1,734	\$ 1,751	\$ 1,769	\$ 1,787
Science Peer Tutoring	\$ 1,317	\$ 1,330	\$ 1,343	\$ 1,356	\$ 1,370	\$ 1,384
Senior Wellness	\$ 837	\$ 845	\$ 853	\$ 862	\$ 871	\$ 880
Spanish Club	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Speech & Debate	\$ 8,855	\$ 8,944	\$ 9,033	\$ 9,123	\$ 9,214	\$ 9,306
Student Meditation	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Technology Club	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406
Urban Dance Club	\$ 1,950	\$ 1,970	\$ 1,990	\$ 2,010	\$ 2,030	\$ 2,050
Weather Club	\$ 2,144	\$ 2,165	\$ 2,187	\$ 2,209	\$ 2,231	\$ 2,253
X-clusive Beats Step Squad	\$ 3,478	\$ 3,513	\$ 3,548	\$ 3,583	\$ 3,619	\$ 3,655
Yorkers Club	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920

HS Musical Department Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Dance Team	\$ 2,362	\$ 2,386	\$ 2,410	\$ 2,434	\$ 2,458	\$ 2,483
Drill Team	\$ 2,314	\$ 2,337	\$ 2,360	\$ 2,384	\$ 2,408	\$ 2,432
HS Bandmaster	\$ 8,238	\$ 8,320	\$ 8,403	\$ 8,487	\$ 8,572	\$ 8,658
HS Bandmaster Assistant	\$ 1,439	\$ 1,453	\$ 1,468	\$ 1,483	\$ 1,498	\$ 1,513
HS Bandmaster/Summer Show Designs	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920
Pep Band Club	\$ 1,719	\$ 1,736	\$ 1,753	\$ 1,771	\$ 1,789	\$ 1,807

Middle School Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
6th Invention Convention	\$ 749	\$ 756	\$ 764	\$ 772	\$ 780	\$ 788
7th Grade Trip Coord. Night	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920
8th Grade Trip Coord. Night	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920
Anti-Bias	\$ 1,750	\$ 1,768	\$ 1,786	\$ 1,804	\$ 1,822	\$ 1,840
Blue/White Olympics	\$ 623	\$ 629	\$ 635	\$ 641	\$ 647	\$ 653
Commencement Party/Dance	\$ 1,030	\$ 1,040	\$ 1,050	\$ 1,061	\$ 1,072	\$ 1,083
Computer Club	\$ 1,771	\$ 1,789	\$ 1,807	\$ 1,825	\$ 1,843	\$ 1,861
CS News Coordinator	\$ 679	\$ 686	\$ 693	\$ 700	\$ 707	\$ 714
Ecology Club	\$ 679	\$ 686	\$ 693	\$ 700	\$ 707	\$ 714
Debate Club	\$ 915	\$ 924	\$ 933	\$ 942	\$ 951	\$ 961
French Club	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406
High School Transition Coordinator	\$ 664	\$ 671	\$ 678	\$ 685	\$ 692	\$ 699
Jazz Improvization Workshop	\$ 769	\$ 777	\$ 785	\$ 793	\$ 801	\$ 809
Just Write	\$ 770	\$ 778	\$ 786	\$ 794	\$ 802	\$ 810
Kickline	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Link Day MS/HS Coord	\$ 1,000	\$ 1,010	\$ 1,020	\$ 1,030	\$ 1,040	\$ 1,050
Mathletes	\$ 2,214	\$ 2,236	\$ 2,258	\$ 2,281	\$ 2,304	\$ 2,327
Math Olympiad	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Medieval Times	\$ 677	\$ 684	\$ 691	\$ 698	\$ 705	\$ 712
Multimedia Club	\$ 1,076	\$ 1,087	\$ 1,098	\$ 1,109	\$ 1,120	\$ 1,131
Newsletter	\$ 1,766	\$ 1,784	\$ 1,802	\$ 1,820	\$ 1,838	\$ 1,856
Photography Club	\$ 1,519	\$ 1,534	\$ 1,549	\$ 1,564	\$ 1,580	\$ 1,596
Public Relations Coordinator	\$ 1,773	\$ 1,791	\$ 1,809	\$ 1,827	\$ 1,845	\$ 1,863
Sabelotodo Club	\$ 2,727	\$ 2,754	\$ 2,782	\$ 2,810	\$ 2,838	\$ 2,866
Science Olympiad	\$ 2,890	\$ 2,919	\$ 2,948	\$ 2,977	\$ 3,007	\$ 3,037
Science Research Club	\$ 3,019	\$ 3,049	\$ 3,079	\$ 3,110	\$ 3,141	\$ 3,172
Service League	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Spanish Club	\$ 1,337	\$ 1,350	\$ 1,364	\$ 1,378	\$ 1,392	\$ 1,406
Spanish Cultural Coordinator	\$ 405	\$ 409	\$ 413	\$ 417	\$ 421	\$ 425
Sports Night Advisors	\$ 1,926	\$ 1,945	\$ 1,964	\$ 1,984	\$ 2,004	\$ 2,024
Student Investment Club	\$ 1,631	\$ 1,647	\$ 1,663	\$ 1,680	\$ 1,697	\$ 1,714
Student Rec Coordinator AM	\$ 3,535	\$ 3,570	\$ 3,606	\$ 3,642	\$ 3,678	\$ 3,715
Student Rec Coordinator PM	\$ 1,766	\$ 1,784	\$ 1,802	\$ 1,820	\$ 1,838	\$ 1,856
Student Wellness	\$ 1,808	\$ 1,826	\$ 1,844	\$ 1,862	\$ 1,881	\$ 1,900
Trivia Challenge	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Wellness Week Scheduler	\$ 1,757	\$ 1,775	\$ 1,793	\$ 1,811	\$ 1,829	\$ 1,847
Video Club	\$ 2,720	\$ 2,747	\$ 2,774	\$ 2,802	\$ 2,830	\$ 2,858
	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Writing Contests	\$ 905	\$ 914	\$ 923	\$ 932	\$ 941	\$ 950
Yorker Club	\$ 2,778	\$ 2,806	\$ 2,834	\$ 2,862	\$ 2,891	\$ 2,920

Middle School Music Department Activities							
MS Bandmaster Assistant	\$ 309	\$ 312	\$ 315	\$ 318	\$ 321	\$ 324	
Middle School Play Production							
Director, Assistant	\$ 923	\$ 932	\$ 942	\$ 951	\$ 961	\$ 970	
Middle School Publications							
Literary Journal Advisor	\$ 1,854	\$ 1,873	\$ 1,892	\$ 1,911	\$ 1,930	\$ 1,949	
Yearbook Photo Advisor	\$ 923	\$ 932	\$ 941	\$ 950	\$ 960	\$ 970	

Hewlett Elementary School Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
5th Grade Talent Show	\$ 273	\$ 276	\$ 279	\$ 282	\$ 285	\$ 288
5th Grade Talent Show #2	\$ 273	\$ 276	\$ 279	\$ 282	\$ 285	\$ 288
Computer Club	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Environmental Education	\$ 514	\$ 519	\$ 524	\$ 529	\$ 534	\$ 539
Math Olympiad #4	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Mentor Program	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Pupil Assistance 2nd Grade	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Pupil Assistance 3rd Grade	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Pupil Assistance 4th Grade (Mon)	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Pupil Assistance 4th Grade (Wed)	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Pupil Assistance 4th Grade (Mon) #3	\$ 341	\$ 344	\$ 347	\$ 350	\$ 354	\$ 358
Pupil Assistance 5th Grade	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Pupil Assistance 5th Grade	\$ 857	\$ 866	\$ 875	\$ 884	\$ 893	\$ 902
Safety Patrol	\$ 1,237	\$ 1,249	\$ 1,261	\$ 1,274	\$ 1,287	\$ 1,300
School Newspaper Advisor	\$ 980	\$ 990	\$ 1,000	\$ 1,010	\$ 1,020	\$ 1,030
Scrabble	\$ 361	\$ 365	\$ 369	\$ 373	\$ 377	\$ 381
Special Events (Music) Grade 5	\$ 980	\$ 990	\$ 1,000	\$ 1,010	\$ 1,020	\$ 1,030
Story Telling Club	\$ 363	\$ 367	\$ 371	\$ 375	\$ 379	\$ 383
Theatre Workshop Advisor	\$ 817	\$ 825	\$ 833	\$ 841	\$ 849	\$ 857
Trivia Challenge	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Yearbook Advisor	\$ 1,081	\$ 1,092	\$ 1,103	\$ 1,114	\$ 1,125	\$ 1,136
Young Authors'	\$ 272	\$ 275	\$ 278	\$ 281	\$ 284	\$ 287

Ogden Elementary School Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Computer Club #1	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Computer Club #2	\$ 874	\$ 883	\$ 892	\$ 901	\$ 910	\$ 919
Environmental Education	\$ 514	\$ 519	\$ 524	\$ 529	\$ 534	\$ 539
Homework Club	\$ 3,176	\$ 3,208	\$ 3,240	\$ 3,272	\$ 3,305	\$ 3,338
Rabbits Book Club	\$ 1,648	\$ 1,664	\$ 1,681	\$ 1,698	\$ 1,715	\$ 1,732
Safety Patrol	\$ 1,244	\$ 1,256	\$ 1,269	\$ 1,282	\$ 1,295	\$ 1,308
Science Test Coordinator	\$ 1,523	\$ 1,538	\$ 1,553	\$ 1,569	\$ 1,585	\$ 1,601
Study Skills Club 4th/5th	\$ 950	\$ 960	\$ 970	\$ 980	\$ 990	\$ 1,000
Video Tech Club	\$ 1,359	\$ 1,373	\$ 1,387	\$ 1,401	\$ 1,415	\$ 1,429
Web Club	\$ 2,798	\$ 2,826	\$ 2,854	\$ 2,883	\$ 2,912	\$ 2,941
Yearbook	\$ 1,082	\$ 1,093	\$ 1,104	\$ 1,115	\$ 1,126	\$ 1,137

Franklin Early Childhood Center Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Pre-K Web Coordinator	\$ 1,400	\$ 1,414	\$ 1,428	\$ 1,442	\$ 1,456	\$ 1,471
Special Events Coordinator	\$ 980	\$ 990	\$ 1,000	\$ 1,010	\$ 1,020	\$ 1,030

District Activities

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28
Elementary School Bandmaster	\$ 309	\$ 312	\$ 315	\$ 318	\$ 321	\$ 324
Translator/Interpreter	\$ 4,327	\$ 4,370	\$ 4,414	\$ 4,458	\$ 4,503	\$ 4,548

Payment for stipends shall be as follows:

- (a) one-third at the time of first practice or club session;
- (b) one-third at the completion of the first half of the season or club session; and
- (c) one-third at the conclusion of the regular season or club session

Article IX Salary

F. Home Tutoring and Non-School Time AIS

Home Tutoring			AIS		
Effective Date		Hourly Rate	Effective Date		Hourly Rate
7/1/2022	*	\$ 56.25	7/1/2022	*	\$ 56.25
7/1/2023	*	\$ 56.75	7/1/2023	*	\$ 56.75
7/1/2024	*	\$ 57.50	7/1/2024	*	\$ 57.50
7/1/2025	*	\$ 58.00	7/1/2025	*	\$ 58.00
7/1/2026	*	\$ 58.50	7/1/2026	*	\$ 58.50
7/1/2027	*	\$ 59.25	7/1/2027	*	\$ 59.25

G. Regents Prep, Strategies and Skills, Summer Elementary Remedial/Academic Teaching and Summer Music Program (page 10 in current contract)

School Year		Hourly Rate
2022-2023	*	\$ 47.25
2023-2024	*	\$ 47.75
2024-2025	*	\$ 48.25
2025-2026	*	\$ 48.75
2026-2027	*	\$ 49.25
2027-2028	*	\$ 49.75

H. Secondary Summer School

School Year		Hourly Rate
2022-2023	*	\$ 65.50
2023-2024	*	\$ 66.00
2024-2025	*	\$ 66.75
2025-2026	*	\$ 67.50
2026-2027	*	\$ 68.00
2027-2028	*	\$ 68.75

J. Orchestra, Chorus and Band

Effective Date		Hourly Rate
July 1, 2022	*	\$ 45.75
July 1, 2023	*	\$ 46.25
July 1, 2024	*	\$ 46.50
July 1, 2025	*	\$ 47.00
July 1, 2026	*	\$ 47.50
July 1, 2027	*	\$ 48.00

K. Supervision: Club, Team, Class or Group

Effective Date	Hourly Rate
July 1, 2022	\$ 45.75
July 1, 2023 *	\$ 46.25
July 1, 2024 *	\$ 46.50
July 1, 2025 *	\$ 47.00
July 1, 2026 *	\$ 47.50
July 1, 2027 *	\$ 48.00

L. Senior Night

Effective Date	Hourly Rate
July 1, 2022 *	\$ 61.00
July 1, 2023 *	\$ 61.75
July 1, 2024 *	\$ 62.25
July 1, 2025 *	\$ 63.00
July 1, 2026 *	\$ 63.50
July 1, 2027 *	\$ 64.25

M. Driver Education

Effective Date	Roadwork	Classwork Per Session
July 1, 2022 *	\$ 45.75	\$ 44.50
July 1, 2023 *	\$ 46.25	\$ 44.75
July 1, 2024 *	\$ 46.50	\$ 45.25
July 1, 2025 *	\$ 47.00	\$ 45.75
July 1, 2026 *	\$ 47.50	\$ 46.25
July 1, 2027 *	\$ 48.00	\$ 46.75

Persons who teach Driver Education in the summer will be compensated at the following rate:*

Effective Date	Hourly Rate
July 1, 2022 *	\$ 45.75
July 1, 2023 *	\$ 46.25
July 1, 2024 *	\$ 46.50
July 1, 2025 *	\$ 47.00
July 1, 2026 *	\$ 47.50
July 1, 2027 *	\$ 48.00

N. Curriculum Rate

Effective Date	Hourly Rate
July 1, 2022 *	\$ 59.75
July 1, 2023 *	\$ 60.50

July 1, 2024	*	\$	61.00
July 1, 2025	*	\$	61.75
July 1, 2026	*	\$	62.25
July 1, 2027	*	\$	63.00

Q. Trips

SCHOOL DAY

a. Non-overnight

School Year		Hourly Rate		Maximum of
July 1, 2022	*	\$ 24.00	\$	123.00
July 1, 2023	*	\$ 24.25	\$	124.25
July 1, 2024	*	\$ 24.50	\$	125.50
July 1, 2025	*	\$ 24.75	\$	126.75
July 1, 2026	*	\$ 25.00	\$	128.00
July 1, 2027	*	\$ 25.25	\$	129.25

b. Overnight

School Year		Per Night
July 1, 2022	*	\$ 123.00
July 1, 2023	*	\$ 124.25
July 1, 2024	*	\$ 125.50
July 1, 2025	*	\$ 126.75
July 1, 2026	*	\$ 128.00
July 1, 2027	*	\$ 129.25

NON-SCHOOL DAY

a. Non-overnight

School Year		Hourly Rate		Maximum of
July 1, 2022	*	\$ 24.00	\$	123.00
July 1, 2023	*	\$ 24.25	\$	124.25
July 1, 2024	*	\$ 24.50	\$	125.50
July 1, 2025	*	\$ 24.75	\$	126.75
July 1, 2026	*	\$ 25.00	\$	128.00
July 1, 2027	*	\$ 25.25	\$	129.25

b. Overnight

(8 am to 6 pm)

School Year		Hourly Rate		Per Night
July 1, 2022	*	\$ 24.00	\$	123.00
July 1, 2023	*	\$ 24.25	\$	124.25
July 1, 2024	*	\$ 24.50	\$	125.50
July 1, 2025	*	\$ 24.75	\$	126.75
July 1, 2026	*	\$ 25.00	\$	128.00
July 1, 2027	*	\$ 25.25	\$	129.25

(6 pm - 8 am)

School Year		Hourly Rate
July 1, 2022	*	\$ 37.00
July 1, 2023	*	\$ 37.50
July 1, 2024	*	\$ 37.75
July 1, 2025	*	\$ 38.25
July 1, 2026	*	\$ 38.50
July 1, 2027	*	\$ 39.00

R. Coverages

School Year		Rate Per Period
July 1, 2022	*	\$ 49.75
July 1, 2023	*	\$ 50.25
July 1, 2024	*	\$ 50.75
July 1, 2025	*	\$ 51.25
July 1, 2026	*	\$ 51.75
July 1, 2027	*	\$ 52.25

S. Professional Services Requiring Teacher Certification

2. Before or After School

School Year		Hourly Rate
2022-2023	*	\$ 137.00
2023-2024	*	\$ 138.50
2024-2025	*	\$ 139.75
2025-2026	*	\$ 141.25
2026-2027	*	\$ 142.75
2027-2028	*	\$ 144.00

T. Committee Compensation

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	59.75
2023-2024	* \$	60.50
2024-2025	* \$	61.00
2025-2026	* \$	61.75
2026-2027	* \$	62.25
2027-2028	* \$	63.00

U. State Mandated Testing Rate Other Than Regents

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	65.50
2023-2024	* \$	66.00
2024-2025	* \$	66.75
2025-2026	* \$	67.50
2026-2027	* \$	68.00
2027-2028	* \$	68.75

V. In-service Courses

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	67.50
2023-2024	* \$	68.00
2024-2025	* \$	68.75
2025-2026	* \$	69.50
2026-2027	* \$	70.25
2027-2028	* \$	70.75

W. Translation Services

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	91.25
2023-2024	* \$	92.00
2024-2025	* \$	93.00
2025-2026	* \$	94.00
2026-2027	* \$	94.75
2027-2028	* \$	95.75

X. Non-instructional services

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	45.75
2023-2024	* \$	46.25
2024-2025	* \$	46.50
2025-2026	* \$	47.00
2026-2027	* \$	47.50
2027-2028	* \$	48.00

Y. Mentor Compensation

<u>School Year</u>		<u>Hourly Rate</u>
2022-2023	* \$	47.50
2023-2024	* \$	48.00
2024-2025	* \$	48.50
2025-2026	* \$	49.00
2026-2027	* \$	49.50
2027-2028	* \$	50.00

ARTICLE XII SPECIAL LONGEVITY SALARY INCREMENT

<u>School Year</u>		<u>Rate</u>
July 1, 2022	* \$	4,401
July 1, 2023	* \$	4,445
July 1, 2024	* \$	4,489
July 1, 2025	* \$	4,534
July 1, 2026	* \$	4,579
July 1, 2027	* \$	4,625

ARTICLE XXIII LEADERSHIP COMMITTEE

<u>School Year</u>		<u>Rate</u>
July 1, 2022	* \$	2,956
July 1, 2023	* \$	2,986
July 1, 2024	* \$	3,016
July 1, 2025	* \$	3,046
July 1, 2026	* \$	3,076
July 1, 2027	* \$	3,107

SCHEDULE INTENTIONALLY OMITTED

EXPIRED JUNE 30, 2023

Schedule E
HEWLETT-WOODMERE UNION FREE SCHOOL DISTRICT

TEACHER ABSENCE REPORT

Name (print) _____ SCHOOL _____

DATE(S) OR PERIODS OF ABSENCE _____

DIRECTIONS: (see back of form for additional information) Check the appropriate reason for absence and submit this form to the building principal within 24 hours of receipt of this form. When reason for absence involves a matter of extreme confidentiality, please contact the Executive Director for Human Resources.

I. Personal illness (accrued at a rate of ten (10) days per year for non-tenured teachers) Attach note from doctor for absences of three (3) consecutive school days or more.

II. Childbirth tenured _____ Childbirth non-tenured _____ Adoption _____
Date of baby's birth/adopted _____ (Attach documentation)

III. Personal and Family Responsibilities (up to 5 days absence with pay for each incident)
 Critical illness in the immediate family _____ (relationship)
 Death in the immediate family _____ (relationship)

IV. Personal and Family Responsibilities (one (1) day or part of one (1) day with pay will be allowed for each of the following indicated incidences. Advance notice, whenever possible, must be given. Beginning with the 2018-2019 school year, unit members shall be permitted no more than a grand total of ten (10) single leave days with pay per year for the reasons set forth in this Section IV "Personal and Family Responsibilities." In the event a unit member uses fewer than ten (10) such days beginning in the 2018-19 school year, the teacher may take an additional number of such unused days during the succeeding school year, but not more than seven (7) additional days for a total of seventeen (17). Thereafter, should a unit member use fewer than ten (10) such days in the following school year, the teacher may take an additional number of such days during the succeeding school year fewer than the ten (10) not taken during said preceding school year. However, in no event will the unit member be permitted to take more than twenty (20) days in the succeeding school year. Please refer to the following page for an example of the foregoing.)

It is understood that the use of days permitted hereunder does not accrue any right to compensation upon termination from employment with the District.

- Take self _____ or _____ (state relationship) in immediate family for medical appointment or to or from hospital, not possible except during school time.
- Care of immediate family member _____ (state relationship) who is sick, where absence of teacher for such purpose is required
- Attendance at funeral of _____ (state relationship)
- Examination/interview for graduate program or degree
- Speech or presentation at a professional meeting
- Other, state reason (may only be used with approval by Executive Director for Human Resources) _____

V. Emergency Situations or Incidents (one (1) day or part of one (1) day with pay will be allowed for each incident). Explanation required. This category includes such things as childcare emergency, automotive theft, accident, non-functioning vehicle, failure of public transportation, and emergency home repairs or fire in the home.
Explanation: _____

VI. Jury Duty (attach summons or court documentation)

VII. Specified Personal Day (maximum of three (3) per year) will be allowed with pay, not to be used to extend a scheduled vacation. Advance notice, whenever possible, shall be given.

(Teacher Absence form continued on next page)

VIII ~~CSE medical procedure court appearance~~ with documentation verifying attendance (one (1) day or part of one (1) day per occurrence).

The Executive Director for Human Resources for extenuating circumstances, may allow additional days of absence with or without pay.

Teacher's Signature _____ Date _____
Principal's Signature _____ Date _____

Revised 2018

TEACHER ABSENCES

Reporting Procedure. Any person absent from school must notify the District according to the District's procedure for notification. Teachers who are assigned to more than one building must complete absence report form for each building.

Personal Illness. A doctor's certificate is required for absences of three (3) consecutive school days or more.

- A. For tenured teachers or teachers who have completed the equivalent of three (3) years of full-time employment, unlimited absence with pay will be allowed for personal illness. Absences extending beyond three (3) months will be reviewed by the Superintendent and Board of Education and dealt with individually.
- B. For non-tenured teachers, (those teachers not included in section A. above) sick leave shall be credited at the commencement of employment at the rate of one (1) day per month on a prorated basis to a maximum of ten (10) days per year. These days will accumulate until the conditions of section A. above are met.

Childbirth

A tenured teacher who has given birth: Absences with pay will be allowed until mother is medically able to return to work, usually six (6) weeks (eight (8) weeks in case of caesarean).

A non-tenured teacher who has given birth: Absence with pay will be allowed for the maximum number of accumulated sick days in bank, plus five (5) additional days

Father (tenured and non-tenured): Five (5) days absence with pay is allowed for birth of a child.

Adoption: Five (5) days absence with pay will be allowed for adoption of a child for both tenured and non-tenured teachers.

Critical Illness or Death in the Immediate Family: Five (5) days absence with pay is allowed for each critical illness or death in the immediate family.

- A. Critical illness means illness which attending physician considers sufficiently serious to require the teacher's presence at the bedside.
- B. Immediate family includes the teacher's spouse, children, step-children, parents, grandparents, siblings, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, and others identified by the teacher as members of his/her household.

(Teacher Absence form continued on next page)

Personal and Family Responsibilities: One (1) day or part of one (1) day with pay will be allowed for each of the indicated incidences. Advance notice, whenever possible must be given. Beginning with the 2018-2019 school year, unit members shall be permitted no more than a grand total of ten (10) single leave days with pay per year for the reasons set forth in Section IV above entitled "Personal and Family Responsibilities." In the event a unit member uses less than ten (10) such days, beginning in the 2018-2019 school year, the teacher may take an additional number of such unused days during the succeeding school year, but not more than seven (7) additional days for a total of seventeen (17). Thereafter, should a unit member use less than ten (10) such days in the following school year, the teacher may take an additional number of such days during the succeeding school year less than the ten (10) not taken during said preceding school year. However, in no event will the unit member be permitted to take more than twenty (20) days in the succeeding school year.

By way of example, if a unit member during the 2018-2019 school year takes no days, he/she may "rollover" seven (7) of the unused ten (10) days for use during the 2019-2020 school year for a total of seventeen (17) available "use" days. If during the 2019-2020 school year the teacher uses less than the ten (10) newly allocated days for that year, for example uses only three (3) days, the teacher may "rollover" for use during the 2020-2021 school year ten (10) of the remaining fourteen (14) days from the 2019-2020 amount of seventeen (17) such days, for a total of twenty (20) days that he/she may use and be absent for a designated reason during the 2020-2021 school year.

It is understood that the days of use permitted pursuant to this Section and Section IV above entitled "Personal and Family Responsibilities" does not accrue any right to compensation upon termination from employment with the District.

Emergency Situations or Extenuating Circumstances which prevent attendance: One (1) day or part of one (1) day with pay will be granted for each incidence. This category includes such things as childcare emergency, automotive theft, accident, or non-functioning vehicle, failure of public transportation, and emergency home repairs or fire in the home.

Extenuating Circumstances may occur when more days are being requested than are generally allowable for the absence.

Unspecified Personal Days (maximum three (3) per year will be allowed with pay), may include such reasons as driving examination for license, attending graduation, or wedding ceremonies (other than immediate family), or any other unspecified reason. Reasons need not be stated nor included on the absence form. Advance notice, whenever possible, shall be given.

Self-appointing legal proceedings court appearance: One (1) day or part of one (1) day per occurrence with documentation verifying attendance.

The Executive Director for Human Resources, for extenuating circumstances, may allow additional days of absence with or without pay

HEWLETT-WOODMERE UNION FREE SCHOOL DISTRICT
TEACHER ABSENCE REPORT

NAME (print) _____
SCHOOL _____

DATE(S) OR PERIODS OF ABSENCE _____

DIRECTIONS: (See back of form for additional information.) Check the appropriate reason for absence and submit this form to the Building Principal within 24 hours of return to work. When reason for absence involves a matter of extreme confidentiality, please contact the Assistant Superintendent for Finance & Personnel.

I. _____ Personal and Family Illness: Fifteen (15) days per year may accumulate to a maximum of 175 days. Attach note from doctor for absences of 3 consecutive school days or more. Absence pursuant to this Section I will be permitted to take self, spouse, child or parent for a medical appointment or to or from the hospital not possible except during school time.

II. _____ Childbirth tenured _____ Childbirth non-tenured _____ Adoption/Surrogate
Date of baby's birth/adopted _____ (Attach documentation)

III. _____ Bereavement (up to 5 days absence with pay for each incident):
_____ Death in the immediate family _____ (relationship)

IV. _____ Personal Leave: A maximum of 4 unspecified personal days per year will be allowed with pay, not to be used to extend a scheduled vacation. Advance notice, whenever possible, shall be given. Unused personal leave at the end of a school year may be carried over for use as part of the Personal and Family Illness accumulation, the total of which may be 175 days.

V. _____ Jury Duty: (attach summons or court documentation)

VI. _____ Catastrophic Illness or Injury: Unit members who have utilized all of their accumulated sick leave pursuant to Paragraph I above shall be eligible for absence with pay due to catastrophic illness or injury. The Superintendent of Schools shall make the determination as to whether the employee is eligible for catastrophic illness or injury leave. Requests will not be unreasonably denied or denied solely on the basis that too many unit members have utilized it. Upon request, reasons for denial shall be provided in writing by the Superintendent to the employee. The Superintendent's decision shall be final and binding. Employees shall be entitled to a maximum of 100 days for catastrophic illness or injury.

The Superintendent, for extenuating circumstances, may allow additional days of absence with or without pay.

Unit Member's Signature _____ Date _____

Supervisor's Signature _____ Date _____

HWFA ABSENCES

Reporting Procedures. Any person absent from school must notify the District according to the District's procedures for notification. Unit members who are assigned to more than one building must complete an absence report form for each building.

Personal and Family Illness. A doctor's certificate is required for absences of three consecutive school days or more.

Childbirth.

A tenured unit member who has given birth: Absence with pay will be allowed until mother is medically able to return to work, usually 6 weeks (8 weeks in the case of caesarean). Employees for whom a longer absence is medically necessary, as supported by a doctor's note, will be permitted to utilize accumulated leave.

A non-tenured unit member who has given birth: Absence with pay will be allowed for the maximum number of accumulated sick days in bank, plus 5 additional days.

Father (tenured and non-tenured): Five days absence with pay is allowed for birth of a child.

Adoption. Five days absence with pay will be allowed for adoption of a child for both tenured and non-tenured unit members.

Death in the Immediate Family. Five days absence with pay is allowed for each death in the immediate family. Immediate family includes the unit member's spouse, children, step-children parents, grandparents, siblings, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law and others identified by the unit member as members of his/her household.

Personal Days. A maximum of 4 days per year will be allowed with pay, not to be used to extend a scheduled vacation. May include such reasons as driving examination for license, attending graduation, religious, wedding ceremonies (other than immediate family), birth of a grandchild, childcare emergency, automotive theft, accident, or non-functioning vehicle, failure of public transportation, emergency home repairs or fire in the home.

The Superintendent, for extenuating circumstances, may allow additional days of absence with or without pay.

Woodmere Middle School

OFFICE OF THE PRINCIPAL

RECEIVED
MAR 18 2010

TO: Joan Skrook, President HWFA

FROM: Rick Berkowitz, Principal WMS

HEWLETT WOODMERE UFSD
HUMAN RESOURCES

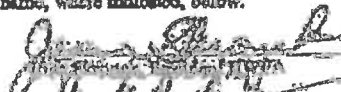

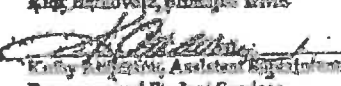
DATE: March 12, 2010

RE: Explanation of Non-Instructional Assignments

The below will be effective immediately to continue through the 2010-2011 school year:

- Exploratory subject teachers attend two team meetings per week and have three additional non-instructional assignments per week.
- Special education teachers have three non-instructional assignments per week.
- Team teachers attend three team meetings, one departmental meeting and have one additional non-instructional assignment per week.
- Grade Level Lead Teachers attend three team meetings per week, one departmental meeting per week and an additional meeting with the other grade level team(s). This relieves the Grade Level Lead Teachers of any additional non-instructional assignments. The Grade Level Leaders will not have more than five non-instructional assignments in a week.
- The Exploratory Lead Teacher attends two of their own exploratory team meetings and an additional exploratory team meeting which relieves him/her of one non-instructional assignment. The Exploratory Lead Teacher has two non-instructional assignments.
- The World Languages Lead Teacher attends three team meetings and one departmental meeting. The World Languages Lead Teacher will have one additional non-instructional assignment per week. During times deemed necessary by building administration, the World Languages Lead Teacher may be relieved of the non-instructional assignment.
- The Lead Teacher of Art attends two exploratory meetings per week. The Lead Teacher of Art will have three additional non-instructional assignments per week.
- The Lead Teacher of Technology, as a team teacher, attends three team meetings and one departmental meeting per week. S/he will have one additional non-instructional assignment per week.

It is understood by all parties that this situation will be non-precedent setting and that this agreement will be reviewed at the end of each school year. If you are in agreement with the above, please sign your name, where indicated, below.


 Date 3/16/10
 Date 3/16/10
Rick Berkowitz, Principal WMS
 Date 3-19-10
Kelly Anderson, Assistant Superintendent for Human Resources and Student Services

RB/mv

Effective November 10, 2010, the Hewlett-Woodmere Public Schools (hereinafter referred to as "District") and the Hewlett-Woodmere Faculty Association (hereinafter referred to as "Association") agree:

1. The District Athletic Director shall distribute the enclosed memorandum to all Association members at the beginning of each athletic season.
2. Selection of supervisors for athletic events will be in full compliance with Article X, paragraph C of the Negotiated Agreement between the District and the Association.
3. The Association shall file no grievance with respect to any previously used methods of selecting and assigning supervisors.
4. The District shall not claim any previously used methods of selecting and assigning supervisors to be precedent-setting.


Frederic Stark
President
Hewlett-Woodmere Faculty Association


Kathleen Anderson
Assistant Superintendent for Human
Resources and Student Services
Hewlett-Woodmere Public Schools

To: All members of HWFA
From: Jeff Malla, Athletic Director
Date: XX-XX-XXXX
Re: Athletic Supervision

We are in need of teachers interested in supervising athletic events for the upcoming _____ season. The supervision rate for the 2010-11 school year is \$41.00 per hour.

If you are interested in supervising, please fill out the bottom of this form and return it to me. Reasonable efforts will be made to fairly rotate supervising assignments among interested and qualified HWFA members. However, please be advised that we cannot guarantee any specific assignment or any particular number of supervising hours to any one applicant. You should also be aware that the available supervising assignments will vary widely with respect to day of the week, time of day, and location (home and away). Please carefully consider your availability when filling out the bottom of the form. Finally, keep in mind that many athletic events are held outdoors and will proceed even in the event of inclement weather.


If you have any questions, please see me.

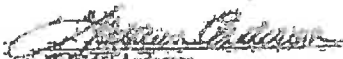
.....
Name: _____

Building: _____

Effective October 11, 2011, the Hewlett-Woodmere Public Schools (hereinafter referred to as "District") and the Hewlett-Woodmere Faculty Association (hereinafter referred to as "Association") agree:

1. The Association acknowledges that part-time teachers who do not report to their regularly appointed assignment(s) every day that school is in session may be hired by the District at the District's discretion to work as full-day substitutes, at the rate of pay for per diem substitute teachers, on days they are not scheduled to report to their regularly appointed assignments.
2. The Association further acknowledges that Article I of the Negotiated Agreement between the District and the Association does not grant the Association the right to negotiate the terms and conditions of employment of full-day substitutes.
3. On any school day that any teacher is scheduled to report to his/her regularly appointed assignment, all provisions of Article IX, paragraph R of the Negotiated Agreement shall remain in effect.
4. The parties stipulate that this agreement shall not be precedent-setting.


Mark
President
Hewlett-Woodmere Faculty Association


Kathleen Anderson
Assistant Superintendent for Human
Resources and Student Services
Hewlett-Woodmere Public Schools

R E G I S T E R E D
OCT 12 2011
HEWLETT WOODMERE UPS
HUMAN RESOURCES


Explanation of Non-Instructional Assignments 2014-15

- Exploratory subject teachers attend two team meetings per week and have three additional non-instructional assignments per week.
- Special education teachers, with the exception of co-teaching team teachers, have three non-instructional assignments per week.
- Non co-teaching team teachers attend two team meetings, one departmental meeting and have two additional non-instructional assignments per week.
- Co-teaching team teachers attend two team meetings, one co-teaching coordination meeting, one departmental meeting and have one additional non-instructional assignment per week.
- The World Languages, Mathematics and ELA Lead Teachers attend two team meetings and one departmental meeting per week. These Lead Teachers will have two additional non-instructional assignments per week.
- The Lead Teacher of Technology, as a co-teaching team teacher, attends two team meetings, one co-teaching coordination meeting and one departmental meeting per week. He will have one additional non-instructional assignment per week.

It is understood by all parties that this situation will be non-precedent setting and that this agreement will be reviewed at the end of each school year. If you are in agreement with the above, please sign your name, where indicated, below.



WMS Principal



EWFA Representative