

COLLECTIVE AGREEMENT

between the

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
BOARD OF EDUCATION

and the

RONDOUT VALLEY FEDERATION OF TEACHERS

July 1, 2018 - June 30, 2022

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## **PREAMBLE**

In Order to:

- a. effectuate the provisions of Article 14 of the Civil Service Law (the Public Employees' Fair Employment Act),
- b. encourage and increase effective and harmonious working relationships between the Rondout Valley Central School District Board of Education ("Board") and its professional employees represented by the Rondout Valley Federation of Teachers ("Federation"), and
- c. enable the professional employees more fully to participate in and contribute to the development of policies for the Rondout Valley Central School District (the "District"), the following Agreement is made and entered into between the Board and the Federation.

## **ARTICLE 1 - RECOGNITION**

**1.1** The Board, having determined that the Federation is supported by a majority of the employees in a unit composed of all certified personnel, senior crisis intervention counselor, school to career transition specialist, registered nurses, behavioral specialists, occupational therapists, physical therapists, and certified occupational therapy assistants, and school social worker with the exception of all administrative and supervisory staff, hereby recognizes the Federation as the exclusive negotiating agent for the employees in such unit ("employees"). Such recognition shall extend for the maximum period allowed by law.

## **ARTICLE 2 - NEGOTIATIONS PROCEDURE**

**2.1** No later than January 1 of each expiration year, the parties will enter into good faith negotiations over a successor agreement.

**2.2** Neither party shall have any control over the selection of the representative of the other party, and each party may select its representatives from within or outside the District. The parties mutually pledge that their representatives will be invested with all necessary power and authority to make proposals, consider proposals, reach compromises in the course of negotiations, and initial tentative agreements.

## **ARTICLE 3 - GRIEVANCE PROCEDURE**

### **3.1 General Provisions**

A. A grievance is a claim by an employee or group of employees based upon any event or condition affecting their welfare or terms and conditions of employment as covered under the terms of this Agreement. It shall include grievances brought by the Federation on behalf of any employee or group of employees or by the Board against the Federation. An

aggrieved party is any employee or group of employees who file a grievance under this procedure.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the identity of the person claimed to be responsible for the grievance, the contract provision allegedly violated and a general statement of the nature of the grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within 30 working days after the aggrieved party knew or should have known of the events or conditions on which it is based and, in no event, no later than five days after the end of the school year. Grievances occurring during the summer may be filed within five working days after the opening of school. Continuing alleged violations of this Agreement may be grieved at any time, provided, however, that any redress sought may not be retroactive prior to the date the grievance was filed.

D. The District and the Federation will facilitate any investigation which may be required and make available any and all material and relevant documents, communications, and records concerning the grievance.

E. The grievant shall have the right of representation at all stages of the grievance procedure and to confront and cross-examine all witnesses called against him or her, and to testify and call witnesses on his or her own behalf.

F. No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the District or by any member of the Administration against the Federation or any other participant in the grievance procedure.

G. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein, shall be construed as a denial of the grievance and the grievance may be appealed to the next stage. The failure on the part of the Federation to advance a pending grievance to the next stage within the time periods set forth herein shall constitute an abandonment of the grievance. However, the parties may agree in writing to set aside the timelines at any stage of the grievance procedure.

H. A grievance shall be filed at the lowest level at which relief properly may be granted.

### **3.2 Grievance Procedure**

A. Stage I. The grievance shall be presented in writing to the appropriate building principal who shall hold a hearing within five working days of the submission of the grievance and render a written decision within five working days thereafter.

B. Stage II. Within five working days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent. The Superintendent shall hold a hearing within five working days of the submission of the appeal and render a written decision within five working days thereafter.

C. Stage III. Within ten working days of the disposition of the grievance at Stage II, the Federation may request the Board to schedule a further hearing with respect to the grievance or may file with the Superintendent and the American Arbitration Association (“AAA”) a Demand for Arbitration. If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within fifteen working days of the submission of the request thereof. The written decision of the Board shall be rendered within five working days of the hearing. In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Federation may demand arbitration of the grievance by filing a Demand for Arbitration with the Superintendent and the AAA within ten working days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

### **3.3 Arbitration**

A. Following the submission of the Demand for Arbitration to the Superintendent, the parties shall select an arbitrator pursuant to the rules for voluntary arbitration of the American Arbitration Association.

B. All demands for arbitration and all arbitrations shall be processed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

C. The arbitrator shall be without power or authority to make any decision which requires the commission of any act prohibited by law or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of this Agreement.

D. The cost of the services of the arbitrator shall be divided equally between the Board and the Federation.

## **ARTICLE 4 - WORKING HOURS**

**4.1** The teachers' work day shall not exceed seven hours and ten minutes, including a 30 minute duty free lunch. No teacher shall be required to report to work more than 10 minutes before the arrival of students or to remain for longer than ten minutes after bus departure. In addition, teachers shall assume professional responsibilities that may fall outside of the regular school day e.g., parent conferences, staff and department meetings, providing students with individual assistance, and joining in parent-teacher organization activities where teacher participation is essential. There shall be two full staff or

departmental meetings, or a combination thereof, each month of the school year. The District may schedule a third monthly meeting during 8 of the 10 months of the regular school year. The Federation may suggest topics to be addressed at this third monthly meeting. Additional meetings may be held in the event of an emergency situation that cannot be resolved during a regularly scheduled full staff or department meeting or which requires resolution prior to the next regularly scheduled meeting. Teachers who are assigned to two or more school buildings shall not be required to attend more than three regularly scheduled staff or departmental meetings each month, or a combination thereof, with the sites designated by the District. Half days may only be scheduled at the sole discretion of the Superintendent. Other provisions in this agreement to the contrary notwithstanding, the District shall have the right to schedule teachers according to a “flexible schedule” to be developed after consultation with the Federation. The teachers’ work day under such a flexible schedule shall not exceed seven hours and ten minutes, including a thirty minute duty free lunch.

#### **4.1A Substitute Coverage**

When a member provides substitute coverage for another member’s class, they shall be compensated thirty-three dollars and seventy-five cents (\$33.75) for a single class period, which represents 27% of the applicable sub-rate. To be eligible for such compensation the member must provide a full period of classroom instruction, and should be available for such coverage because it aligns with their prep period, lunch period, PLC period, or other period when they do not have assigned supervisory duties. However, if a member has assigned supervisory duties during the time needed for substitute coverage (ie. study hall, lunch duty, bus duty, etc.), they must first receive prior approval from a building administrator before providing the substitute coverage. If there are no volunteers for substitute coverage, a building administrator shall assign a member to substitute coverage for no more than one class period per day, and if a member covers another member’s duties for an entire day, the member shall receive a per diem payment of fifty dollars (\$50.00) in addition to their regular daily rate.

**4.2** Teachers in grades K through 12 will receive at least 39 consecutive minutes of preparation time per day. All special area teachers shall teach no more than six (6) classes per day in no less than thirty (30) minute blocks. Where possible, travel and preparation time shall be consecutively scheduled for teachers assigned to more than one school.

**4.3** Elementary teachers shall not be required to remain in the classroom while a special teacher is instructing.

**4.4** The last day of school shall be a non-student day for teachers in the elementary and in Grades 5, 6 and 7, 8.



**4.5 A.** The work year of employees shall not exceed 184 days, shall begin no earlier than the day after Labor Day and shall end no later than June 30<sup>th</sup>. When Labor Day occurs on September 5<sup>th</sup>, 6<sup>th</sup>, or 7<sup>th</sup>, the work year of employees shall begin no earlier than the Friday before Labor Day. The additional work days beyond 182 are not student attendance days. Effective July 1, 2008, the work year of employees shall not exceed 185 days. The additional work days beyond 183 are not student attendance days. Effective July 1, 2014, the work year of employees shall not exceed 184.5 days. The additional work days beyond 183 are not student attendance days. Effective July 1, 2015, the work year of employees shall not exceed 183.5 days. . The additional work days beyond 182 are not student attendance days. Effective July 1, 2016, the work year of employees shall not exceed 183.5 days. The additional work days beyond 181 are not student attendance days.

**B.** Any day or portion thereof when schools are delayed in opening or close early due to emergencies or inclement weather that an employee is required to report for work for at least one hour shall be considered as a full working day.

**C.** Unused snow days shall be added to the District calendar by the Superintendent of Schools after receiving a recommendation from the Calendar Committee. Unused snow days will be returned to the District calendar in increments of not less than a full work day.

**4.6** A school calendar committee, consisting of three members appointed by the President of the Federation, shall meet with the Superintendent to present its recommendations concerning the school calendar. The Superintendent shall meet with the committee and shall report its recommendations to the Board which shall consider them before its final action adopting a school calendar.

**4.7** The District may establish a (9) nine period day for Grades 5 through 8 in accordance with the following:

1. 5 daily teaching periods of 39 minutes each for teachers in 7th and 8th grades.
2. 6 daily teaching periods of 39 minutes for teachers in 5th and 6th grades.
3. 1 preparation period of 39 minutes daily for teachers in grades 5 through 8.
4. 1 lunch period of 39 minutes daily for teachers in grades 5 through 8.
5. The ninth period within the day will be assigned as follows:
  - a. When the school is on an A/B day schedule there will be alternate periods for preparation and supervision.

b. When the school is on a traditional 5 day schedule, there will be 3 days with an additional preparation period and 2 days with an additional supervisory duty.

**4.8** Each teacher will be required to attend up to two (2) evening meetings per year. In addition, the Wednesday before Thanksgiving will be a half day for all unit members. Effective July 1, 2014, unit members shall not be required to work this half-day and the work year shall be reduced by one-half day in accordance with Article 4.5.A. Unit members shall work a third evening conference of no more than three (3) hours in duration. The date of the evening conference for each school will be scheduled and determined annually in accordance with Article 4.6 of this Agreement. Each meeting will not exceed three (3) hours.

## **ARTICLE 5 - CLASS SIZE**

**5.1** The Federation acknowledges the responsibility and the obligation of the Board to establish class sizes and staffing.

I. The Rondout Valley School District understands the need to maintain a class size which meets the goals of the educational programs of the District. It is mutually agreed that it is reasonable for a teacher not to have more than the following number of students in a class:

K-1: 23

2-6: 26

7-12: Maximum load of 125 with a mutual agreement that it is reasonable for a teacher to have no more than 30 students in a class.

II. Presently there exist within the District programs which require small class sizes, and which the Board has accepted as desirable. These classes contribute to the educational program and should be continued without affecting other existing programs.

III. The professional staff and the Board of Education concur that certain discrepancies in class size may arise from time to time due to lack of space, scheduling, or an unexpected and unforeseen growth in population. Continual (year to year) class size problems in any specific area, however, are not desirable, and all available means should be exercised to resolve the problems of the subject or grade in question.

IV. That it would be most desirable if the class size goals, which both the Board and teachers want, could be achieved systematically within a 4-year period.

V. To aid in the resolution of class size problems, there shall be a study committee which will consist of the following members:

- a. The Superintendent of Schools
- b. Min. 1, max. 2 - Board members
- c. Min. 1, max. 2 - instructional staff from each level (elementary, grades 5, 6, 7, 8 and high school)
- d. Administrators - one from each level (elementary, grades 5, 6, 7, 8 and high school)

The purposes of the committee are to:

- a. resolve specific problems in class size which may arise after normal administrative channels have been followed (i.e., teacher to principal to Superintendent),
- b. assist in the resolution of continuous class size problems,
- c. help promote class sizes which enhance the educational program, and
- d. in general provide an avenue of communication between the professional staff and the Board of Education in regard to an awareness of this important area.

The committee shall meet:

- a. as a study committee each January prior to budget time for the purpose of recommending priority areas to the Superintendent,
- b. as a review committee each October for the purpose of reporting progress made for the current school year, and
- c. at other times as called into session by the Superintendent of Schools upon the request of the RVF President and/or the President of the Board of Education.

**5.2** Before or at the time of entry to a particular class, teachers shall be notified if a newly assigned student appears likely to present unusual discipline or management problems.

## ARTICLE 6 - TEACHING AND EXTRACURRICULAR ASSIGNMENTS

### 6.1 Teaching Assignments

A. Teachers shall not be assigned, except temporarily, and for good cause, outside the scope of their teaching certificates.

B. The District shall use its best efforts to notify teachers of their tentative assignments for the following school year by June 1 and, in any event, prior to the close of the current school year. Such notices shall include the school to which the teacher will be assigned, and the grade and subjects which he or she will teach. If changes in such assignments are made after the close of the school year, each teacher affected will be notified in writing by a letter directed to his or her address of record with the District.

C. Teachers being involuntarily transferred shall be notified of the positions available in their tenure area. Such teachers may request the positions, in order of preference, to which they desire to be transferred. Their preference shall be a primary factor considered in making the transfer.

D. No teacher (in Grades 7 to 12) shall have, without his or her consent, more than five teaching periods a day or more than three separate subject matter preparations. No teacher below 7th grade shall have, without his or her consent, more than six teaching periods per day.

Courses entitled "Advanced," "Regents," "General" or "Practical" are separate subject matter preparations. When two courses have different titles, but substantially the same curriculum and materials, the subject matter preparations for these courses are the same. An accelerated course is not a separate subject matter preparation from the related RS course. Basic math and skill labs are single subject matter preparations regardless of grade level.

E. Within the definitions of D above and when unforeseen circumstances warrant (Grades 7 to 12), the District may assign a fourth subject matter preparation to be compensated at \$1,217 effective July 1, 2011. The District shall have the right to solicit an unlimited number of volunteers to teach a sixth period. Such teachers shall be compensated at the yearly rate of \$6,083 effective July 1, 2011. The District shall also have the right to assign up to four (4) teachers per year to a sixth period at the same rate of compensation so long as such assignment does not eliminate the position of any full-time teacher. There shall be no more than two (2) mandatory sixth assignments per department. Whenever possible, the District shall rotate such involuntary assignments so they shall not occur in two consecutive years.

F. The District may solicit volunteers annually to perform lunchroom, recess and bus duty supervisory assignments. After the assignments of such duties to such volunteers, supervisory assignments will be rotated, equitably, among employees.

**6.2** Employees who are assigned to more than one school shall be compensated for such inter-school travel at the current rate established by the IRS, from the point of first assignment to the point of assignment closest to the employee's home at the end of the day. Employees on extracurricular assignments, whose assignments take them out of the District, shall be compensated for mileage.

**6.3** Employees should be asked to supervise only those student activities that are clearly related to the educational program at the school.

**6.4** Employees shall be asked to sponsor or supervise only those student activities which are within their area of experience.

**6.5 Extracurricular Assignments**

A. When a new extracurricular activity is approved by the Board, the extracurricular compensation shall be fixed by mutual agreement.

B. Compensation for extracurricular duties shall be made in accordance with the schedule listed in Appendix B.

**6.6** At the elementary level, every effort shall be made to schedule special subjects (i.e., art, music, physical education and library) in such a manner that each class shall have a special subject scheduled for each school day.

**ARTICLE 7 - VACANCIES AND PROMOTIONS**

**7.1** All vacancies for positions within the bargaining unit shall be posted on the District's web site, clearly setting forth a description of and the qualifications for the position, including its duties and salary. In addition, an electronic copy of such postings shall be e-mailed to Federation unit members using the then-current all staff e-mail.

**7.2** When school is in session, such notice shall be posted as far in advance as practicable, and at least ten (10) school days before the final date when applications must be submitted.

**7.3** Employees who desire to apply for such vacancies shall submit their applications, in writing, to the Personnel Office, within the time limit specified in the notice.

**7.4** Employees who desire to apply for a position which may become vacated or filled during the summer shall submit their names to the Personnel Office, together with a description of the position or positions for which they are qualified and/or certified and interested in applying. The Personnel Office shall post a list of positions to be filled during the summer on the District's web site and shall also send a copy thereof to Federation unit members using the then-current all staff e-mail.

7.5 All appointments to vacancies and openings within the negotiating unit shall be based on qualifications and experience. All such promotions and appointments shall be made without regard to age, race, creed, color, religion, nationality, marital status, sex, or ancestry, unless based upon a bona fide occupational qualification.

7.6 If an applicant for a position within the negotiating unit who is not selected requests the reasons, such reasons shall be given orally or in writing, as he or she specifies.

### **7.7 Appointments and Assignments**

The qualifications and experience required for appointments or assignment to a position within the negotiating unit shall be determined by the District. When qualifications and experience of applicants for a position are judged by the District to be relatively equal, the appointment or assignment to the position shall be granted to the most senior applicant in the tenure area of the position. This provision applies to vacancies in a building other than the building to which the unit member is currently assigned.

## **ARTICLE 8 - TEACHER AND COACHING EVALUATIONS**

### **A. Teacher Evaluations**

8.1 It is recognized that the primary objective of teacher evaluation is the improvement of instruction.

8.2 Formal observation of probationary teachers shall be of one lesson in duration. The duration of a lesson may vary according to grade level and the specific objectives of the teacher. Such observation shall be made openly and shall not be conducted secretly or by monitoring. The first formal observation of a first-year probationer shall be on notice to the teacher. The observation shall be made on appropriate forms by the person or persons making the observation and shall be signed by such person or persons. The parties agree to permit the development of alternate methods, standards, and procedures for the observation and evaluation of tenured staff. It is also agreed that prior to the implementation of any change, the concurrence of the Federation, affected individuals, and the District must be attained.

### **8.3 Procedures**

A. Evaluation of teachers shall be done by certified administrative personnel.

B. All new teachers shall be observed within the first 30 days of school. The purpose of this observation shall be to determine areas of potential strengths and weaknesses. The observation shall be followed by a consultation with the teacher, but no written report shall be filed.

C. Following the informal observation, the first-year probationer shall receive at least three formal observations within the year, at least two of which shall be one month apart. The first such formal observation shall be conducted prior to December 1.

D. Second and third year probationers shall receive at least two formal observations, one of which shall be conducted prior to December 1.

E. If needed, the observation report shall include constructive criticism and suggestions for improving performance. If the teacher's performance is adjudged to be unsatisfactory, he or she shall be given at least one additional observation in order to improve his or her performance.

**8.4** There shall be one evaluation form for all teachers and the use of this form will be uniform through the school system.

**8.5** After the formal observation, the person making the observation shall submit a written report to the teacher prior to inserting it in his or her file. The teacher shall have the right to read the observation at that time and shall sign the copy to be inserted in the file. Signing the observation shall not be determined to be an acceptance or signify agreement with any matter related therein.

**8.6** No more than five school days after receipt of the report, if requested by the teacher, there shall be a conference between the person making the observation and the teacher. If such conference cannot be held because of other business of the teacher, the conference shall be held not more than six days after receipt of the report.

**8.7** Teachers in their final probationary year shall be notified no later than 90 calendar days prior to the end of the school year if his/her employment will not be continued for the coming school year.

**8.8** Upon written notification and following specific reasons for denial of tenure, a probationary teacher shall have ten days in which to request a meeting with the Board. The Board may schedule a meeting within fifteen (15) school days after receipt of the request. The teacher may be represented at such meeting by the Federation.

## **B. Coaching Evaluations**

**8.9** It is recognized that the primary objective of the evaluation of coaches is to improve the athletic program. This evaluation shall be done by properly certified administrative personnel. In addition to at least one observation per year, coaches shall receive a summative evaluation at least once per year. The evaluation form to be used is attached as a new Appendix F to the agreement. Coaches shall be evaluated at least once during the first season that they are coaching a sport.

**8.10** The Athletic Director and Administrator will meet with all coaches prior to the season to discuss standards and goals for the sports season.

A. If a complaint is made to the Athletic Director, the complaint shall be forwarded to the appropriate administrator who shall conduct an observation. This observation shall be made openly and shall not be conducted secretly or by monitoring.

1. If more than one coach is observed during a single visitation, the formal observation shall be announced at least one day prior to its occurrence.
2. It shall be at least 45 minutes in duration.
3. The observations shall be followed by a conference when requested by either the coach or the administrator.

B. Within ten working days of the formal observation or the conference, if held, the person making the observation shall submit a written report to the coach prior to inserting it in his or her file. The coach shall sign the copy to be inserted in the file. Signing the evaluation shall not be determined to be an acceptance or signify agreement with any matter related therein.

C. If the evaluator adjudges the performance to be unsatisfactory, he or she shall schedule a second observation which must take place prior to the end of the season.

D. All future formal observations shall follow the same procedures as those outlined for the first observation.

E. The coach may appeal the outcome of a complaint to a committee consisting of two Board of Education members and two Athletic Council members.

F. The absence of a negative observation by an administrator is equal to a positive performance for the coach and provides for continuing in the current position, if the coach applies for a position during the following season.

G. Unit members shall have a right of first refusal to vacant coaching positions. However, the District shall have the right to re-appoint a non-unit member incumbent to a coaching position regardless of whether a unit member applies for the position. Such coaching position shall not be considered vacant for purposes of this article. Nothing herein shall limit the ability of the District to terminate or not re-appoint a non-unit member coach.

**8.11** Appointment of coaches shall be at the June Board of Education meeting if the school district budget has been approved. Satisfactory evaluations and seniority are to be the basis for continuing in a coaching position.



## ARTICLE 9 - TENURED EMPLOYEE PROTECTION

**9.1** An employee shall be discharged, suspended, fined or reprimanded only for just cause.

**9.2** In all disciplinary proceedings, the employee shall be presumed innocent until proven guilty and the burden of proof in all matters shall rest upon the District.

**9.3** The disciplinary procedure established by this Article shall apply only to employees who would otherwise be subject to sections 75 and 76 of the Civil Service Law. With respect to such employees, such procedure, the other rights granted by this Article and the benefits provided by the other provisions of this Agreement which are in excess of the benefits otherwise provided by the Civil Service Law, shall apply only to employees who have executed an election in writing to be covered by the disciplinary procedure established in this Article and, in such cases, sections 75 and 76 of the Civil Service Law shall not apply to such employees and the procedure established in this Article shall be the exclusive method for the imposition of discipline upon such employees.

**9.4** Prior to the commencement of any disciplinary action against an employee, the Superintendent or his or her designee shall meet with the employee to review the allegations against the employee and to consider any factors and the employee's position with respect to such allegations. The employee shall be advised of the nature of such meeting and shall be given the opportunity to request the presence of a Federation representative at the meeting. A disciplinary action shall be initiated by the service of a notice of discipline, in writing, in person or by registered mail, which shall include the conduct for which discipline is sought to be imposed and the penalty to be imposed.

**9.5** The penalty proposed by the District may not be implemented (i) until the employee fails to file a grievance with respect thereto within 14 days of service of the notice of discipline, or (ii) having filed a grievance, until the employee fails to file a timely appeal to arbitration, or (iii) having appealed to arbitration, until and to the extent that such appeal is upheld by the disciplinary arbitrator, or (iv) until the matter is settled. Nothing herein shall limit the ability of the District to suspend the unit member pending such arbitration within the limits set forth in the Civil Service Law.

**9.6** An employee who is served with a notice of discipline may file a grievance with the Superintendent at Stage II within ten (10) calendar days of such service, and shall thereby elect the disciplinary procedure established by this Article.

**9.7** The hearing by an arbitrator on a grievance alleging a violation of this Article shall be held on an expedited basis. The matter shall be assigned for hearing to the arbitrator who has the first available date for such hearing. The arbitrator shall render a decision within five days of the date of the close of the hearing, or within five days after receipt of the transcript, if either

party has elected a transcript, or within such other period as *may* have been mutually agreed to by the Superintendent and the Federation.

#### **ARTICLE 10 - PERSONNEL FILES**

**10.1** The official personnel files of each employee shall be maintained in the District office. The employee shall have the right upon request to review the contents of his or her file upon reasonable notice to the Superintendent's office and to have a Federation representative present during the review.

**10.2** No material, other than that of a routine financial nature, shall be placed in an employee's personnel file unless a copy is provided to the employee. The employee shall acknowledge that he or she has read such material by signing the copy to be filed. The employee shall have the right to submit a written answer to any material in the file and such answer shall be reviewed by his or her supervisor or the Superintendent and attached to the file copy of the material.

**10.3** Prior to a letter of counseling being placed in an employee's personnel file by an administrator, the employee must be given the opportunity to meet with the administrator regarding the problem. The employee and/or the administrator may request a Federation representative to be present for such a meeting.

#### **ARTICLE 11 - FACILITIES**

**11.1** A desk and either a file or closet in which teachers may safely store instructional materials and supplies shall be provided in each classroom. At least one of the above facilities shall provide security by means of a lock.

**11.2** A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials shall be provided in each building. The building staff may make recommendations to the building principal as to what is adequate.

**11.3** Each employee shall have an area in an office or room which can be used as his or her home base. Except in emergency situations, employees will be given one week's notice of any room change.

**11.4** The Board shall provide adequate parking facilities for employees at all schools.

**11.5** Reasonable efforts will be made to minimize the number of room changes a teacher will be required to make.

**11.6** Reasonable efforts will be made to provide a telephone for the use of staff which ensures privacy.

## **ARTICLE 12 - GROUP HEALTH AND ACCIDENT INSURANCE AND RETIREMENT BENEFITS**

**12.1** Effective July 1, 2019 the District shall pay 88% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. Effective July 1, 2020, the District shall pay 86% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. Effective July 1, 2021 the District shall pay 85% of the individual or family health insurance premium under the Orange Ulster School Districts Health Plan or any District-sponsored HMO. The Employee premium contributions will be automatically deducted by the District through the Section 125 Internal Revenue Code Plan. Additionally, the District's contribution to HMO premiums for individual and family coverage shall not exceed the cost of the individual or family premiums as provided for in the Orange Ulster School District Health Plan.

**12.2** Should the District select alternative health insurance coverage, the District agrees to the following guarantees:

A. The plan shall be incorporated into and considered part of this Agreement.

B. The District shall save harmless the Federation for any damages incurred as a result of lawsuits involving the plan.

C. The District will return to the Statewide Plan if part of the alternative plan is declared illegal or problems arise with the payment of benefits or recognition from hospitals and doctors.

D. Such plans shall include provisions whereby members leaving the District will be guaranteed the right to purchase health insurance.

**12.3** A. Should the District remain with the Statewide Health Insurance Plan - upon retirement from District service, the District shall continue to pay health insurance for the employee for life, provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years or (2) if the employee was employed after 1967, he or she has been in District service for at least ten years.

B. Should the District select an alternate health insurance plan - with respect to employees who have retired or who retire from District service on or after July 1, 1981, upon such retirement, the District shall continue to pay health insurance for an employee for life in the plan in which the District is currently participating provided that: (1) if the employee was a charter member of the health insurance program (1967), he or she has been in District service for at least five years, or (2) if the employee was employed after 1967 he or she has been in District service for at least ten years, or (3) if the provisions of (1) or (2) are not applicable, then the District shall pay the percentage of premium payments that the District would have been

required to make on account of the employee had the District been participating in the Statewide Plan.

**12.4** Unit members and retirees may elect to discontinue their district health insurance coverage through a "buy out" option as follows:

A. On or before April 1 of each year, existing unit members shall inform the District of their desire to opt out of the District's Health Plan effective the following July 1. In return for opting out, the unit member shall receive a payment of \$750 (family coverage) or \$500 (individual coverage) on the following December 1 from the District. If the employee remains out of District coverage, an additional \$750 (family coverage) or \$500 (individual coverage) shall be paid the following June 1. In no event shall the total amount for the 'buy out' exceed \$1,500 (family coverage) or \$1,000 (individual coverage). (However, these provisions shall not apply to any unit member whose spouse is enrolled in any District-sponsored health insurance plan, and neither spouse shall be entitled to this 'buy out' option.)

B. To be entitled to the above referenced payment, the Unit Member must produce proof of health insurance coverage from another source at the time of application on April 1. Any Unit member who elects the "buy out" option must remain off the District's health insurance coverage for the duration of the insurance contract year except when, a) the spouse of an employee loses coverage through divorce or separation, b) the spouse furnishing health insurance dies, c) loss of health insurance coverage occurs due to termination of employment of spouse. Voluntary re-application for District health insurance coverage must be made 60 days prior to the expiration of the insurance contract year.

C. If early re-entry to District health insurance coverage is made, repayment of the "buy out" shall be made by the Unit member on a pro-rated basis of 1/12 of \$1,500 (family coverage) or 1/12 of \$1,000 (individual coverage) for each month applicable up to twelve months until the "buy out" total is repaid. If the employee ceases working before the full \$1,500 or \$1,000 has been repaid, the remaining obligation will be deducted by the District from any termination or retirement benefits due to the employee.

#### **12.4.1 Dual Health Coverage Restriction**

If both spouses are employed by the District, they shall be entitled to only one health insurance coverage. The spouses shall be entitled to one health insurance buy-out of \$2,000.00 payable in the same manner as described in paragraph 12.4(A) above, should they opt for a family coverage. Should the spouses insuring the family cease to remain entitled to coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage, where applicable, making a pro-rated reimbursement of buy-out monies previously paid by the District, where applicable.

**12.5** District employees shall have the option of enrolling in the Health Maintenance Organization and discontinuing participation in the District Health Insurance Plan. The

District's contribution toward the cost of such coverage shall not exceed the contribution otherwise made on account of such employee under the above sections.

**12.6** This Article shall survive the expiration of this Agreement.

**12.7** A governing board shall be established consisting of three representatives of the Federation selected by the President and three representatives selected by the Superintendent. The governing board shall meet on a demand basis in order to gather information necessary to keep employees informed, to provide a smooth transition out of the Statewide Plan into any alternative plan, and to review any changes in coverage. The committee shall continue to meet on a demand basis.

### **12.8 Terminal Pay**

Terminal pay shall be granted to retiring employees at the rate of \$40 per day, to a limit of 250 days of accumulated unused sick leave.

### **12.9 Early Retirement Incentive**

A. The District shall pay a retirement incentive of \$20,000 to teachers who submit an irrevocable letter of resignation by February 1 of the school year the teacher is first eligible to retire under the New York State Teachers Retirement System without penalty at age 55 or older. Employees must submit appropriate documentation from TRS showing it is their first year of eligibility.

To be eligible for this retirement incentive and the retiree health insurance benefit as per Article 12, a unit member must be employed in the District for ten (10) consecutive years at the time of retirement.

Sick days used in excess of fifteen (15) days after submission of the letter of resignation shall be granted at the discretion of the Superintendent in a case of emergency.

### **12.10 Benefit Trust Fund**

The District shall contribute to the Benefit Trust fund established by the Federation the following payments for each full-time unit member prorated for each part-time unit member:

7/1/11	\$1,450
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The Federation shall be the sole responsible party for the establishment and operation of this fund, subject to applicable statutes.

### **12.11 NYSUT Benefit Trust**

A. The District agrees to provide a payroll deduction option for individual participation in the NYSUT Benefit Trust.

B. The NYSUT Benefit Trust assumes responsibility for the proper withholding of funds from NYSUT members and agency fee payers and shall save harmless the School District for liability arising out of the withholding or lack of withholding of such funds for the purpose of paying for those benefits secured to members and agency fee payers by the Trust, unless such withholding or lack of withholding upon which liability is predicated is the result of a criminal act or acts on the part of the School District.

**12.12** As soon as practicable, the District shall adopt a flexible benefit plan for the purpose of health related expenditures pursuant to the provisions of the Internal Revenue code. A committee consisting of two (2) representatives from the Federation and two (2) representatives from the District, shall select a third party administrator for the plan at no cost to the District.

## **ARTICLE 13 - LEAVE BENEFITS**

### **13.1 Sick Leave**

A. In the first year of employment an employee shall receive, effective on his or her first day of employment, 10 days of sick leave credits prorated from September 1. After the first year of employment, employees shall receive 15 days of sick leave credits annually prorated from September 1. There shall be no limit on the accumulation of sick leave. Unit members may be required by the District to produce a doctor's note after five (5) consecutive sick leave day absences.

B. An employee absent from his or her duties shall make every reasonable effort to notify the designee of the building principal by 6:30 a.m. on the date of such absence.

### **13.2 Sick Leave Bank**

The Sick Leave Bank shall be continued according to the following provisions:

A. Membership and eligibility for benefits shall be established by a contribution by an employee of one day of sick leave from his or her regular sick leave accumulation. Forms will be made available at the opening of school and deductions will be reported in the October 30th sick leave balance report. Applications to join the Sick Bank by new staff members must be submitted no later than October 30 annually.

B. The administration of the Sick Leave Bank shall be handled by a joint Federation-District Board. The Sick Bank Board shall consist of six members, three to be appointed by the Federation and three to be appointed by the Superintendent. It shall submit a record of its deliberations and judgments for annual review to both the Federation and the Board. Sick bank days may only be granted when a majority of the Board (at least four members) agrees to grant the request for sick days.

**C. General Rules**

1. Payment for sick leave days drawn from the Sick Leave Bank will be at the rate of the regular salary of the recipient.

2. The Sick Bank Board shall grant up to 90 days to qualified applicants who have exhausted all accrued sick leave and who apply for days as a result of extended absences resulting from catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long-term recuperation. First year teachers are limited to 20 sick bank days; second and third year teachers are limited to 30 sick bank days; fourth year teachers are limited to 40 sick bank days; fifth year teachers are limited to 50 sick bank days. In order to be eligible for sick bank days, teachers with more than five years of service in the District must have a minimum of 10 accumulated sick days at the onset of the catastrophic illness, injury or disability which led to the request for days from the sick bank.

3. Individuals must prove need to the Sick Bank Board by either a doctor's statement or by presenting any other proof required by the Sick Bank Board. Any expense incurred by a unit member as a result of the Sick Bank Board's decision requesting 'additional' proof beyond a doctor's statement, shall be paid by the District with the employee using his or her primary insurance. If the Sick Bank Board directs the employee to see another physician, the physician will be mutually agreed upon or the parties will use the District physician if they cannot mutually agree upon a physician.

4. Decisions of the Sick Bank Board shall be subject to the grievance and arbitration procedures set forth in Article 3.

**D. Carry-over Procedures**

1. All days that remain in the Bank at the end of the year shall be carried over into the following school year.

2. The Sick Leave Bank shall remain at its current level except for the addition of new employees. Once the Sick Leave Bank has been exhausted it shall be renewed subject to the same terms upon which it was created.

**E. Family Sick Day Donation**

Members of the teachers' unit shall be permitted to contribute accumulated sick days to any unit member who has exhausted his or her sick leave so that members can use donated sick

days to care for an immediate family member as set forth in Article 13.4. Donated sick days shall not exceed twenty (20) days for the recipient, and ten (10) days for the donor. A unit member shall be eligible for this benefit for no more than two consecutive years. Contributed sick days shall not be carried over from one school year to the next, and may not be returned to the donor. The Sick Bank Committee shall review all requests for such days, and shall require supporting medical documentation establishing that a member of the immediate family has suffered a catastrophic illness, injury or disability such as long-term cancer treatment, heart attack, etc. and which normally require hospitalization or long term recuperation. The Sick Bank Committee shall have the authority to convert such sick days to family sick days. This provision shall be retroactive to September 1, 2018 and sunset on June 30, 2022.

### **13.3 Personal Leave**

A. Employees may charge up to four days against accumulated sick leave credits annually for the transaction of personal business or religious observance that cannot be accomplished at times other than during school hours. Personal leave shall not be used as vacation time, for the pursuit of a hobby or avocation, or an additional vocation. Applications for use of such leave shall be made not fewer than three days in advance of each anticipated absence for personal reasons on a form annexed hereto as Appendix D, except in an emergency, to the designee of the Superintendent. The granting of such leaves is subject to the reasonable operating needs of the District, but the approval of such leave shall not be unreasonably withheld.

B. Personal leave shall not be available except in an emergency for days immediately preceding or following a recess, holiday or the beginning or end of the school year.

C. Personal leave shall not be available to any employee who has announced his or her intention to resign or retire during the six months immediately preceding the effective date of such resignation or retirement except with the permission of his or her supervisor, which permission will not be unreasonably withheld.

### **13.4 Family Illness**

It is the responsibility of each employee to make arrangements for the care of members of his or her immediate family who become ill and require care. Recognizing, however, that there will be situations where it may be impossible to effect such arrangements on an emergency basis, an employee shall be allowed to charge absences from work, which are required to provide bedside care arising out of an illness in the employee's immediate family, against accrued sick leave credits, up to a maximum of five days in any one school year. As used in this section, "immediate family" shall be defined as the employee's spouse or child, parent or other dependent with whom the employee resides.



### **13.5 Family Bereavement**

An employee shall be granted leave without charge to other leave credits in the event of death in the employee's immediate family, up to a maximum of five (5) for any occurrence. As used in this section, "immediate family" shall be defined as the employee's spouse, child, parent, grandparent, sibling, grandchild, stepchild, stepparent, domestic partner, in-law (parents, siblings, and grandparent) or any other member of the employee's household for whom the employee is responsible. Relationship for bereavement shall be identified on the District form.

### **13.6 Additional Leave**

At his or her discretion, the Superintendent may permit the use of sick leave pursuant to section 13.4 or may grant additional leave pursuant to section 13.5 of this Article for the purpose of caring for or attending the funeral of a person other than those within the definition of immediate family in those sections.

### **13.7 Leave Without Pay**

A. Upon application by an employee to the Superintendent and upon his or her recommendation, the Board may grant leave without pay for a period not to exceed two years for such purposes as the Board may determine to be appropriate. Those purposes may include, but are not limited to, the extended illness of the employee requesting such leave, additional education, election to public office, participation in a teacher exchange program, and child rearing, where appropriate. A request for leave pursuant to this section must be submitted to the Superintendent not less than 60 days prior to the date such leave is requested to commence, except in an emergency.

B. An employee shall be granted child rearing leave for a period not to extend beyond the first day of the next semester following two years after the commencement of the leave. An employee on leave shall be able to terminate the leave upon written application to the Superintendent no less than 90 days in advance of the next occurring semester change. In cases where both parents are employees, only one parent shall be granted a child rearing leave for each child.

C. A full-time employee shall be granted a leave without pay for a period not to exceed one year for the purpose of acquiring educational credits necessary to acquire or maintain professional certification. The right to such leave shall be subject to the reasonable operating needs of the District, but approval therefore shall not be unreasonably withheld. Application for such leave shall be made a reasonable time in advance of the requested commencement date thereof.

D. Conditions for Leave Without Pay: Return to the exact position vacated is at the discretion of the Superintendent and the Board. However, every effort shall be made to return an employee to the same position held before the leave of absence. Such absence shall not

qualify an employee for a year of service credit. Any employee granted a leave who, during such leave accepts any employment not stated in the application for such leave or otherwise approved by the Superintendent, shall be deemed to have resigned. However, a minor employment shall be accepted. Any employee granted such leave may continue group health and accident insurance coverage by making arrangements with the Superintendent to pay the entire cost himself or herself in advance of each quarterly period. A substitute employed to fill vacancies caused by such leave will be notified of his or her status upon employment. Written notice shall be filed with the Superintendent by March 15 of the leave year of the teacher's intention to return to his or her duties in the District.

E. An employee who is absent due to a workers' compensable injury, as defined in the Workers' Compensation Law and who is disabled from his or her performance of duties in the District may use his or her accumulated leave during the period of the workers' compensable injury. Any workers' compensable award will be received by the District with the employee receiving credit for loss of sick leave. This credit will be compiled to the nearest day by dividing the reimbursement received from the Workers' Compensation carrier by the employee's daily rate of compensation.

#### **ARTICLE 14 - TAX SHELTERED ANNUITY PLAN**

**14.1** Tax sheltered annuities shall be provided as allowed by law; provided, however, that the District shall not be required to process applications for participation in tax sheltered annuities to more than twenty (20) carriers.

#### **ARTICLE 15 - SUMMER STUDY STIPENDS AND DISTRICT CURRICULUM GRANTS**

**15.1** The Board of Education shall provide \$7,500 for six \$1,250 stipends for the Summer Study Stipend program in each summer. Eligibility for such stipends will be based on the following priorities:

1. Tenured teachers, permanently certified;
2. Tenure approved, permanently certified;
3. Teachers not falling into the above categories will not be eligible.

#### **15.2 District Improvement Grants**

There shall be a District Improvement Grant program, the purpose of which shall be to utilize employees during the school year and summer months to produce curriculum research for the District.

## **A. Evaluation and Administration**

The project shall be administered by a committee of five teachers (one elementary, one secondary, one Grades 5, 6, 7 and 8 and two at large representatives) elected by the members of the unit. The committee shall, in conjunction with the Superintendent or his designee, conduct a needs assessment to determine and define the areas in which curriculum research projects will be funded each year. The committee shall invite applications from employees interested in working on projects in the defined areas and shall select the participants in the projects from among these applicants. The committee shall submit its recommendations to the Superintendent or his designee for final approval.

## **B. Funding**

The project shall be funded in the amount of \$18,000 effective July 1, 2019, \$20,000 effective July 1, 2020 and \$22,000 effective July 1, 2021. Employees selected to participate in the project shall be paid at a rate per hour as follows:

\$29 Effective July 1, 2019  
\$30 Effective July 1, 2020  
\$31 Effective July 1, 2021

**15.3** Payment for District approved curriculum work and workshop assignments  
Unit members performing District approved curriculum work shall be compensated at the following hourly rate.

Effective July 1, 2019 \$29  
Effective July 1, 2020 \$30  
Effective July 1, 2021 \$31

Unit members previously approved by the District to attend workshops scheduled outside the contractual workday shall be compensated at the following hourly rate:

Effective July 1, 2019 \$25

This provision shall survive the expiration of this Agreement.

## **ARTICLE 16 - REIMBURSEMENTS**

**16.1** The District shall reimburse employees for reasonable costs of replacing or repairing dentures, eyeglasses, contact lenses, hearing aids, or similar body appurtenances not covered by Worker's Compensation, which are damaged, destroyed or lost as a result of any injury sustained in the discharge of his or her duties within the scope of employment, provided such damage, destruction, or loss was not due to the employee's negligence.

**16.2** The District shall reimburse employees for the reasonable cost of any clothing or other personal property damaged or destroyed while the employee was acting in the discharge of his or her duties within the scope of employment, or while the employee was disciplining or restraining a student or students or by student action, provided such damage or destruction was not due to the employee's negligence.

#### **ARTICLE 17 - PROFESSIONAL ACTIVITIES**

**17.1** Before implementation, all curriculum changes shall be discussed with the staff concerned.

**17.2** The entire staff of the District shall be informed, in writing, of major changes in the curriculum.

**17.3** Teachers who are required to appear at parent-teacher organization meetings, Board of Education meetings, or any other meetings at the request of an administrator to present a prepared program shall be remunerated at current contract chaperone fees.

**17.4** The Federation and the District agree that improvement of education is a collaborative effort. They further agree to participate jointly (or in partnership) in all areas of education reform. To this end, a committee, whose membership shall be appointed jointly by the Superintendent of Schools and the President of the Federation, and including Board of Education representation shall oversee all education improvement programs in the District. The composition of any committee subsequently established pursuant to this provision shall also be appointed jointly by the Superintendent and the President.

#### **ARTICLE 18 - PROFESSIONAL AUXILIARY SERVICES**

**18.1** The Board and the Federation realize the necessity to make every reasonable effort in providing the following professional services: Guidance, Nursing, Library, Psychology, Social Services, Speech, Remedial Math, Audio Visual, Attendance, Physical Education, Art, Music and Remedial Reading by qualified specialists in these areas.

#### **ARTICLE 19 - PARA-PROFESSIONAL AUXILIARY SERVICES**

**19.1** The Board and the Federation recognize the importance of relieving teachers of routine clerical and supervisory duties so that they may devote their time and skills to their professional duties.

## **ARTICLE 20 - PROFESSIONAL CONFERENCES**

**20.1** Each school year a minimum of one professional conference day for visitation day outside the District shall be made available to each teacher. Requests for attendance shall be made to the Superintendent at least two weeks in advance, such days shall be non-cumulative. Moneys for expenses shall cover all costs for lodging, transportation, and registration fees (exclusive of membership fees). Meal costs shall also be paid by the District up to a maximum of \$40 for a full conference or visitation day.

**20.2** The sum of \$8,000 shall be made available annually for teacher-initiated conference and visitation requests.

**20.3** The District reserves the right to disapprove specific conference or visitation requests based upon the reasonable operational needs of the District including, but not limited to, numbers of staff involved, other approved absences from primary responsibilities, distances to and from a conference and non-direct applicability of the conference theme to one's professional assignment.

**20.4** Employees, whenever possible, shall notify the District by October 30 each school year of their intent to attend a conference during that school year.

**20.5** A committee consisting of up to three members appointed by the Federation President and of up to three members appointed by the Superintendent will review the distribution of conference funds upon request of the RVF. This committee shall report in writing each year to the President of the Federation and the Superintendent no later than May 15.

## **ARTICLE 21 - LIAISONS**

**21.1** Liaisons and Grade Level Liaisons (Grades 5 & 6) shall have no responsibility for classroom visitation or observation of teachers.

**21.2** Compensation for service as a Liaison shall be provided in accordance with Appendix C.

**21.3** Liaisons shall receive an annual written evaluation.

## **ARTICLE 22 - SUBSTITUTE TEACHERS**

**22.1** The District shall provide substitute teachers for teachers who are absent from school, if such substitutes are available on the day needed.

**22.2** It shall be the responsibility of all teachers to provide lesson plans for substitute teachers.

**22.3** The building principals shall provide substitutes for special subject areas, such as art, music, physical education, and nursing. In the event a qualified special area substitute is not available, a regular substitute shall be provided, if such substitutes are available on the day needed. However, it shall be the responsibility of each special subject teacher to file with the appropriate building administrator a set of emergency plans for such a situation.

### **ARTICLE 23 - EMPLOYEE RIGHTS IN THE EVENT OF THE ABOLITION OF POSITIONS**

**23.1** When the District determines that it may be necessary to reduce the size of its work force, it shall notify the Federation of that fact at least 60 days prior to the effective date of the contemplated abolition of any position. At the request of the Federation, the Superintendent shall meet with the President of the Federation or his or her designee to discuss the proposed reduction. The Federation may make proposals to avoid the necessity for the reduction, which proposals shall be considered and reacted to by the District prior to the effective date of the termination.

**23.2** The District shall use its best efforts to notify persons affected by the reduction in force at least 30 days prior to the effective date of their being placed on a preferred eligible list.

**23.3** In the event of a reduction in force, the District will make reasonable efforts to ensure that excessed employees be placed in other teaching situations for which they are qualified.

**23.4** Teachers on preferred eligibility lists shall be given first priority for substitute positions for which they are qualified.

### **ARTICLE 24 - TEACHER SALARY SCHEDULE**

#### **24.1**

A. Appendix A Teachers' Salary Schedules, effective as of July 1, 2018, shall be increased by the following percentages on the following dates:

1%	Effective July 1, 2018
1.25%	Effective July 1, 2019
1.5%	Effective July 1, 2020
1.5%	Effective July 1, 2021

A1. A new salary schedule shall be created for teachers hired on or after July 1, 2019. The new schedule shall reflect changes to steps two, three and four of all columns, so that steps two, three and four reflect equal increases between steps one and five. The following example using the BA column from the 2017-2018 salary schedule reflects the intent of the parties:

Step 1 was	\$51,826	remains	\$51,826
Step 2 was	\$59,903	becomes	\$55,000
Step 3 was	\$61,443	becomes	\$58,173
Step 4 was	\$62,981	becomes	\$61,347
Step 5 was	\$64,520	remains	\$64,520

Once all teachers hired prior to July 1, 2019 reach step five, this new Teachers' salary schedule shall replace the old Teachers' salary schedule

B. Effective October 1, 2020, no additional unit members will be eligible for salary payment beyond the M+50 column. This change will not impact unit members beyond the M+50 column who have reached the M+55 and M+60 columns prior to October 1, 2020. The deadline for submitting required paperwork for completed and approved graduate and in-service credits beyond the M+50 column shall be post-marked and submitted by October 1, 2020.

C. The Masters and Masters +5 column of Teachers Salary Schedule 2 shall be increased by adding Step 15 effective July 1, 2002; Step 16 effective July 1, 2003. The Masters, Masters +5 and Masters +10 shall be increased by adding Step 17 effective July 1, 2004; Step 18 effective July 1, 2005. The Masters, Masters +5, Masters +10 and Masters +15 shall be increased by adding Step 19 effective July 1, 2006. These additional steps shall be equal in amount to the difference between the two preceding steps after the application of paragraph A above has been made to the schedule.

D. A longevity shall be added to the salary schedule based upon the teacher having reached the 28<sup>th</sup> year of credited service in the District in the amounts of:

Effective July 1, 2018	\$4,301
Effective July 1, 2019	\$4,354
Effective July 1, 2020	\$4,420
Effective July 1, 2021	\$4,486

A longevity shall be added to the salary schedules based upon the teacher having reached the 30<sup>th</sup> year of credited service in the District in the amounts of:

Effective July 1, 2018	\$4,916
Effective July 1, 2019	\$4,977
Effective July 1, 2020	\$5,052
Effective July 1, 2021	\$5,128

E. In addition to the stipends set forth in the Appendices, after ten years of District service as a coach in the same position, an employee will be eligible to receive an annual stipend of:

\$372 Effective July 1, 2019  
\$379 Effective July 1, 2020  
\$387 Effective July 1, 2021

F. A stipend will be granted for a Doctorate Degree in each year as follows:

\$1,825 Effective July 1, 2011

#### **24.2 Payments for Graduate Credits**

A. All credits earned between the BA step and the MA step will be paid in blocks of 15 credits for teachers on or after July 1, 1993. However, implementation of this clause shall not adversely affect teachers already receiving payment for credits in blocks of less than 15 credits.

B. Applications for additional salary increases based on newly earned credits shall be available upon the first regular school day of the year. The employee shall return completed forms to the Superintendent no later than two weeks following that date. Delay in receiving official transcripts shall not negate application for the additional increases as part of the annual salary.

C. Earned Salary Increases, In-service Credit Approvals, and Requests to attend Conferences shall be subject to the procedures set forth in Appendix E.

D. The parties agree to establish a joint committee to update and enhance the 2009 Guidelines for earned salary credit contained in the parties MOA dated May 30, 2018. The parties agree to complete the committee work by December 1, 2019 for submission to the Board of Education for approval and implementation beginning October 2, 2020. The committee will be made up of four members (2 selected by the District and 2 by the Federation). The committee is charged with establishing criteria and/or pre-approval for both in-service credits and/or graduate credits. The committee is also charged with clarifying guidelines for payment of in-service and graduate credits.

**24.3** Salaries for registered nurses, senior crisis intervention specialists, school to career transition specialists and certified occupational therapy assistants are shown in Appendix A.

An additional stipend in the amount of \$487 shall be paid for each college degree earned (baccalaureate or above).

The work day and work year of the registered nurse shall be the same annually as those of a teacher. A differential in the amount of \$487 shall be paid to the registered nurse in schools in which the student enrollment exceeds 750 pupils.



#### Appendix "A" Salaries for Nurses

Appendix "A" Nurses Salary Schedule shall be updated to reflect the following:

Effective July 1, 2018, \$1,000 to all steps on the current schedule.

Effective July 1, 2018, a new salary schedule shall be established creating new steps 7-15. This new schedule shall reflect step 6 for 2018-2019 at \$62,389. Steps 7-15 shall reflect 2% increases for each step. Members currently on step 6 shall move to step 7 upon ratification.

#### **24.4 Payment of Salary**

Salary payment shall be made on a two week basis and shall be based upon one of the following plans:

- A. Full payment salary plan based on ten months
- B. Escrow payment plan whereby an employee may designate a deduction on each check to be paid at the last pay date in June.
- C. Except as set forth herein, unit members will advance one step on the salary schedule if they were in a paid status at least 50% of the work days in the prior year.
- D. Unit members who do not attain a Master's degree before completing the school year when on Step 5 of the Bachelor's Schedule shall, upon attaining a Master's Degree, only move laterally to the same step on the Master's Schedule, but no higher than Step 5 regardless of the number of years that individual has been in the District. Thereafter, step movement shall be in accordance with Article 24.4(C).

#### **24.5 Prior Service credit**

A. Experienced teachers may receive credit for prior teaching experience up to and including ten years of previous service.

B. Teachers may receive credit for up to and including five years of previous non-teaching service, where said experience is judged to be relevant to the Superintendent and approved by the Board.

#### **24.6 Differentials**

A. Eleven month guidance counselors shall receive 10% of their annual salaries for working 22 days between July 1 and August 31 as determined by the needs of the District. Such guidance counselors may work their 22 days on a flexible schedule as approved, in writing, by their building principal. In addition, Guidance Counselors will receive 1/200th of their ten

month salary for each day employed in June and September that is not part of the school year calendar for teachers. These working days will be at the discretion of the District.

B. Ten-month employees who are required to work by the Superintendent any days in addition to the regular school calendar shall be compensated for such additional service at a daily rate of 1/200th of their annual compensation.

#### **24.7 Part Time Teachers**

The compensation of part time teachers shall be prorated based upon the time spent in instruction. The instructional time of a part-time teacher who teaches three or more hours a day shall be computed as if he or she received a preparation period. Part-time teachers shall receive the leave benefits provided by Sections 13.1, 13.3, 13.4 and 13.6 of this Agreement, but the "days" provided shall be equivalent to the number of hours worked daily by such part-time teacher. Part-time teachers who work the minimum number of hours required by the health insurance plan provided by Section 12.1 of this Agreement shall receive the benefits of such plan.

### **ARTICLE 25 - STUDENT DISCIPLINE**

**25.1** Teachers shall bring to the attention of the appropriate building administrator situations in which acts of student misconduct have repeatedly disrupted the classroom or school management and in which his or her efforts to control the situation have not been successful.

**25.2** In the event a student is removed from a classroom for an act or acts of repeated misconduct, the student shall not be readmitted until the teacher and the building administrator have had an opportunity to discuss the problem and a course of action is determined.

**25.3** A building administrator shall refer to the Superintendent gross acts of repeated misconduct which continue despite action of the teacher and the administrator. Disciplinary action against students shall be undertaken only pursuant to the provisions of the Education Law.

**25.4** A faculty discipline committee, consisting of three members appointed by the Superintendent and three members appointed by the President of the Federation, shall be established to consider problems of student discipline and the procedures for dealing with discipline problems and convened upon request of the RVF or the Superintendent as needed. A written report by the committee, including recommendations, shall be submitted to the Superintendent and the Federation President.

## **ARTICLE 26 - DUES DEDUCTION**

**26.1** The District shall deduct dues from the salaries of employees for the Federation and its affiliates as said employees individually and voluntarily authorize in writing. Dues shall be transmitted promptly to the Federation.

**26.2** The Federation shall certify to the Board, in writing, the current rate of membership dues of the Federation and its affiliates on or before the first day of school.

## **ARTICLE 27 - FEDERATION RIGHTS**

**27.1** The Federation shall be granted the right to use school buildings and equipment for meetings both of the general membership and of various groups or committees. Such use of buildings and equipment shall be during times when they are not in use for normal educational purposes and shall not conflict with consent previously granted for the use of the requested facilities. Any extra expense incurred by such use shall be paid by the Federation.

**27.2** The Federation may use the school inter-building mailing system for distribution of its official communications to employees.

**27.3** Employees who are elected delegates to the New York State Teachers Retirement System shall be granted leave without charge to other leave credits to attend the annual meeting of the New York State Teachers Retirement System, and shall receive such additional leave without pay as may be necessary and proper for the conduct of their elective offices.

**27.4** The elected delegates to the New York State United Teachers shall be granted leave without charge to other leave credits to attend the regularly scheduled annual conventions of said organization.

### **27.5**

A. The Federation president, TNT chairperson (in bargaining years) and grievance chairperson will be relieved of non-teaching supervisory assignments. The Federation shall be responsible for notifying the District in May of each school year of the names of the individuals affected. The District's obligation under this paragraph shall be limited to relieving no more than two employees per building of such assignments.

B. The schedules, including homeroom, study hall and other assignments of the senior building representatives and TNT chairperson (in non-bargaining years) will be constructed by the building principal in consultation with the affected individual, where feasible and consistent with the educational program of each school, with consideration of the responsibilities of such

employees for the administration of this Agreement. Questions of scheduling hereunder shall be resolved between the affected individual and the building principal.

C. Where possible, the teaching day of the Federation President will be reduced to permit administration of this Agreement.

**27.6** The Federation shall be entitled to 17 days during the school year on which a Federation representative will be relieved of all regular assignments to administer this Agreement and attend NYSUT workshops or conferences. Notice of the date on which said leave is to be taken and the name of the Federation representative taking such leave shall be given to the Superintendent at the earliest opportunity. The Federation shall be responsible for reimbursing the District for the cost of any substitute teacher hired to replace a Federation representative. Nothing herein contained shall be construed as limiting in any way the use of personal leave days by Federation representatives for the professional business of the Federation.

## **ARTICLE 28 - MISCELLANEOUS PROVISIONS**

**28.1** The Board and the Federation agree that all negotiable items have been discussed during the negotiations leading to this Agreement and, therefore, also agree that negotiations shall not be reopened on any item during the life of this Agreement, except as provided by law or mutual agreement.

**28.2** This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

**28.3** Any individual arrangement or contract between the Board and an individual employee now in existence or reached during the duration of this Agreement shall be subject to and consistent with the terms of this Agreement.

**28.4** If any provisions of this Agreement or any application of this Agreement to any employee or group of employees shall be found contrary to law, rule or regulation, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, rule or regulation, but all other provisions or applications shall continue in full force and effect.

**28.5** Copies of this Agreement shall be printed at the expense of the Board and given to all employees now employed or hereafter employed by the Board, as soon as possible, but no later than four weeks after the execution of this Agreement.

28.6 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.

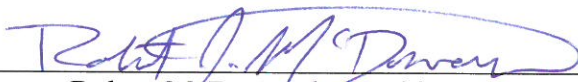
28.7 The Parties hereby incorporate the following Side Letters and Supplemental Memoranda of Agreement into the successor agreement: May 29, 2003 Recognition of New Positions (attached); October 13, 2009 Job Coach (attached); and June 12, 2008 Additional Health Insurance Plan (attached). Any Side Letters and Supplemental Memoranda of Agreement that are not expressly incorporated into the successor agreement shall be deemed ended.

### ARTICLE 29 - DURATION OF AGREEMENT

29.1 This agreement shall be effective as of July 1, 2018 and shall continue in effect through June 30, 2022.

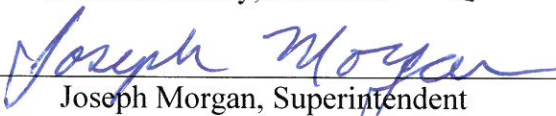
IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective representative on August 27, 2019

#### RONDOUT VALLEY FEDERATION OF TEACHERS

BY:   
Robert McDonough, President

#### RONDOUT VALLEY CENTRAL SCHOOL DISTRICT BOARD OF EDUCATION

BY:   
Breanna Casey, President

BY:   
Joseph Morgan, Superintendent

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT

M E M O

Date: May 29, 2003

To: J. Haeslin, Pres. RVF

From: Dennis T. Geisler, *DG*  
Timothy Wade *TW*

Re: Recognition of New Positions

It is respectfully requested that the following positions be incorporated under the recognition of the RVF Teacher Agreement:

- A. OCCUPATIONAL THERAPIST  
PHYSICAL THERAPIST
  - a) Salary per Teacher Schedule
  - b) Calendar per Teacher Calendar
  - c) May be required to work up to 20 days during summer at contract rate
  - d) Length of Day per Teacher Schedule
  
- B. CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT (COTA)
  - a) Salary per Nurse Schedule
  - b) Calendar per Nurse Calendar
  - c) May be required to work up to 20 days during summer at contract rate
  - d) Length of Day per Nurse Schedule
  
- C. BEHAVIOR SPECIALIST
  - a) Salary per Nurse Schedule (except as noted in below in b & c)
  - b) Calendar - July 1 - June 30 (School Calendar plus 20 days)
  - c) Length of Day - eight (8.0) hrs per day exclusive of half hour lunch
  - d) Copy of proposed job description attached.

Thank you.

cc: Dr. Pirkle, Supt.

SO AGREED:

J. Haeslin  
J. Haeslin, Pres. RVF

6/5/03  
Date

SUPPLEMENTAL MEMORANDUM OF AGREEMENT

BY AND BETWEEN THE SUPERINTENDENT OF SCHOOLS AND THE BOARD OF EDUCATION OF THE RONDOUT VALLEY CENTRAL SCHOOL DISTRICT, hereinafter "the District" and THE RONDOUT VALLEY FEDERATION OF TEACHERS, hereinafter "the Federation";

The District and the Federation hereby agree to amend the July 1, 2007 through June 30, 2012 collectively negotiated agreement as follows:

1. Add the title "Job Coach" to the Recognition Clause (Article 1.1).
2. All provisions of the collectively negotiated agreement (other than those applicable solely to "teachers") shall be applicable to Job Coaches except as follows:
  - a. Article 4.1. The Job Coaches work day shall not exceed eight (8) hours per day exclusive of a 30 minute lunch.
3. Article 24.8 (New). Job Coaches shall be paid on the Nurses salary schedule.
4. This Agreement is subject to approval by the Board of Education.

SO AGREED this 13 day of October, 2009.

FOR THE DISTRICT

BY: Rosario Agostaro  
ROSARIO AGOSTARO  
SUPERINTENDENT OF SCHOOLS

FOR THE FEDERATION

BY: Sheryl Delano  
SHERYL DELANO

BY: Gail Hutchins  
GAIL HUTCHINS  
PRESIDENT  
BOARD OF EDUCATION

RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
P.O. BOX 9  
ACCORD, NEW YORK 12404

MEMORANDUM

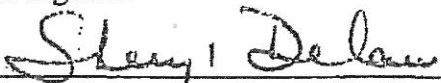
TO: Sheryl Delano, President RVF of Teachers  
FROM: Debra Kosinski  
DATE: 6/12/08  
SUBJECT: Additional health insurance plan

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This is to inform you that the District would like to offer an additional health insurance plan to the Rondout Valley Federation of Teachers unit members. The plan is the MVP PPO preferred plan. If Rondout Valley Federation of Teachers unit members would like to enroll in this plan they have until June 30, 2008 to do so.

It is agreed and understood by and between the Rondout Valley Federation of Teachers and the Rondout Valley Central School District that the MVP PPO plan will be added to Article 12 and the contributions for this plan would be the same as the other health insurance plans offered by the District.

So Agreed:

  
\_\_\_\_\_  
Sheryl Delano, President RVF of Teachers

6/14/08  
Date

  
\_\_\_\_\_  
Eileen Camasso, Superintendent of Schools

6/16/08  
Date



**APPENDIX A**  
**SALARY SCHEDULES**

Rondout Valley Central School District  
2018-19 BA Salary Schedule – Hired Before 7/1/2019

<u>STEP</u>	<u>BA</u>	<u>BA+5</u>	<u>BA+15</u>	<u>BA+20</u>	<u>BA+30</u>	<u>BA+35</u>	<u>BA+40</u>	<u>BA+45</u>	<u>BA+50</u>	<u>BA+55</u>	<u>BA+60</u>
1	52,344		54,238				57,393	58,025	58,656	59,287	59,919
2	60,502		62,635				66,188	66,899	67,610	68,322	69,032
3	62,057		64,189				67,743	68,454	69,165	69,876	70,587
4	63,611		65,744				69,297	70,008	70,718	71,430	72,141
5	65,165		67,298				70,853	71,564	72,274	72,984	73,695
6							72,406	73,117	73,827	74,539	75,249
7							73,960	74,670	75,382	76,092	76,803
8							75,515	76,225	76,936	77,648	78,359
9							77,069	77,780	78,490	79,200	79,911
10							78,622	79,333	80,045	80,756	81,467
11							80,178	80,889	81,599	82,310	83,021
12					80,311		81,732	82,442	83,152	83,864	84,575
13					81,864		83,287	83,997	84,708	85,419	86,129
14					83,418		84,840	85,551	86,261	86,973	87,683
15					84,972		86,394	87,105	87,816	88,527	89,238
16					86,527		87,949	88,660	89,370	90,082	90,793
17					88,081		89,503	90,214	90,924	91,635	92,346
18					89,635		91,057	91,768	92,479	93,190	93,901
19					91,189		92,612	93,323	94,033	94,744	95,454
20					92,744		94,165	94,876	95,586	96,298	97,008
21					94,298		95,721	96,431	97,142	97,853	98,563
22					95,853		97,274	97,985	98,695	99,407	100,118
23					97,406	98,118	98,829	99,540	100,250	100,961	101,672
24					98,962	99,672	100,383	101,093	101,804	102,516	103,226
25					100,515	101,227	101,937	102,648	103,358	104,069	104,780
26					102,070	102,781	103,492	104,202	104,913	105,624	106,335
27					103,623	104,335	105,046	105,757	106,468	107,178	107,888
28		101,624			105,178	105,889	106,599	107,310	108,022	108,733	109,444
29		103,179			106,733	107,444	108,154	108,865	109,576	110,287	110,998
30		104,732			108,286	108,998	109,708	110,419	111,129	111,841	112,552
Longevity @ 28 Years =			4,301								
Longevity @ 30 Years =										4,916	

SD

Rondout Valley Central School District  
2018-19 MA Salary Schedule - Hired Before 7/1/2019

STEP	<u>M</u>	<u>M+5</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+25</u>	<u>M+30</u>	<u>M+35</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+55</u>	<u>M+60</u>
1	57,393	58,025	58,656	59,287	59,919	60,550	61,180	61,812	62,442	63,075	63,706	64,338	64,970
2	66,188	66,899	67,610	68,322	69,032	69,743	70,454	71,165	71,876	72,507	73,139	73,770	74,402
3	67,743	68,454	69,165	69,876	70,587	71,297	72,008	72,719	73,430	74,061	74,693	75,325	75,956
4	69,297	70,008	70,718	71,430	72,141	72,851	73,562	74,272	74,983	75,616	76,247	76,879	77,510
5	70,853	71,564	72,274	72,984	73,695	74,406	75,117	75,828	76,539	77,170	77,801	78,433	79,065
6	72,406	73,117	73,827	74,539	75,249	75,960	76,671	77,382	78,092	78,723	79,356	79,987	80,618
7	73,960	74,670	75,382	76,092	76,803	77,513	78,225	78,937	79,647	80,279	80,910	81,541	82,174
8	75,515	76,225	76,936	77,648	78,359	79,069	79,780	80,490	81,200	81,833	82,464	83,096	83,727
9	77,069	77,780	78,490	79,200	79,911	80,622	81,333	82,045	82,755	83,387	84,019	84,650	85,281
10	78,622	79,333	80,045	80,756	81,467	82,177	82,888	83,599	84,310	84,941	85,572	86,205	86,836
11	80,178	80,889	81,599	82,310	83,021	83,731	84,442	85,153	85,864	86,495	87,127	87,758	88,391
12	81,732	82,442	83,152	83,864	84,575	85,285	85,996	86,706	87,418	88,050	88,681	89,312	89,945
13	83,287	83,997	84,708	85,419	86,129	86,840	87,551	88,262	88,973	89,604	90,235	90,867	91,499
14	84,840	85,551	86,261	86,973	87,683	88,394	89,104	89,815	90,526	91,159	91,789	92,422	93,052
15	86,394	87,105	87,816	88,527	89,238	89,949	90,660	91,371	92,082	92,713	93,344	93,974	94,608
16	87,949	88,660	89,370	90,082	90,793	91,503	92,213	92,924	93,635	94,267	94,898	95,530	96,161
17	89,503	90,214	90,924	91,635	92,346	93,056	93,768	94,479	95,189	95,821	96,453	97,083	97,716
18	91,057	91,768	92,479	93,190	93,901	94,612	95,323	96,033	96,743	97,375	98,006	98,639	99,269
19	92,612	93,323	94,033	94,744	95,454	96,165	96,877	97,587	98,298	98,930	99,562	100,193	100,824
20	94,165	94,876	95,586	96,298	97,008	97,720	98,431	99,142	99,852	100,484	101,115	101,746	102,379
21	95,721	96,431	97,142	97,853	98,563	99,273	99,985	100,696	101,407	102,037	102,670	103,301	103,932
22	97,274	97,985	98,695	99,407	100,118	100,828	101,539	102,250	102,960	103,593	104,223	104,856	105,486
23	98,829	99,540	100,250	100,961	101,672	102,383	103,093	103,805	104,515	105,146	105,778	106,410	107,042
24	100,383	101,093	101,804	102,516	103,226	103,936	104,647	105,358	106,069	106,700	107,333	107,964	108,595
25	101,937	102,648	103,358	104,069	104,780	105,490	106,202	106,913	107,624	108,255	108,887	109,518	110,150
26	103,492	104,202	104,913	105,624	106,335	107,046	107,756	108,467	109,178	109,809	110,440	111,073	111,704
27	105,046	105,757	106,468	107,178	107,888	108,599	109,310	110,021	110,727	111,358	111,990	112,622	113,253
28	106,599	107,310	108,022	108,733	109,444	110,154	110,865	111,576					
29	108,154	108,865	109,576	110,287	110,998	111,708	112,418	113,130					
30	109,708	110,419	111,129	111,841	112,552	113,262	113,972	114,683					

Longevity @ 28 Years =

4,301

Longevity @ 30 Years =

4,916

SD

Rondout Valley Central School District  
2019-20 BA Salary Schedule – Hired Before 7/1/2019

<u>STEP</u>	<u>BA</u>	<u>BA+5</u>	<u>BA+15</u>	<u>BA+20</u>	<u>BA+30</u>	<u>BA+35</u>	<u>BA+40</u>	<u>BA+45</u>	<u>BA+50</u>	<u>BA+55</u>	<u>BA+60</u>
1	52,998		54,916				58,110	58,750	59,389	60,028	60,668
2	61,258		63,418				67,015	67,735	68,455	69,176	69,895
3	62,833		64,991				68,590	69,310	70,030	70,749	71,469
4	64,406		66,566				70,163	70,883	71,602	72,323	73,043
5	65,980		68,139				71,739	72,459	73,177	73,896	74,616
6							73,311	74,031	74,750	75,471	76,190
7							74,885	75,603	76,324	77,043	77,763
8							76,459	77,178	77,898	78,619	79,338
9							78,032	78,752	79,471	80,190	80,910
10							79,605	80,325	81,046	81,765	82,485
11							81,180	81,900	82,619	83,339	84,059
12					81,315		82,754	83,473	84,191	84,912	85,632
13					82,887		84,328	85,047	85,767	86,487	87,206
14					84,461		85,901	86,620	87,339	88,060	88,779
15					86,034		87,474	88,194	88,914	89,634	90,353
16					87,609		89,048	89,768	90,487	91,208	91,928
17					89,182		90,622	91,342	92,061	92,780	93,500
18					90,755		92,195	92,915	93,635	94,355	95,075
19					92,329		93,770	94,490	95,208	95,928	96,647
20					93,903		95,342	96,062	96,781	97,502	98,221
21					95,477		96,918	97,636	98,356	99,076	99,795
22					97,051		98,490	99,210	99,929	100,650	101,369
23					98,624	99,344	100,064	100,784	101,503	102,223	102,943
24					100,199	100,918	101,638	102,357	103,077	103,797	104,516
25					101,771	102,492	103,211	103,931	104,650	105,370	106,090
26					103,346	104,066	104,786	105,505	106,224	106,944	107,664
27					104,918	105,639	106,359	107,079	107,799	108,518	109,237
28		102,894			106,493	107,213	107,931	108,651	109,372	110,092	110,812
29		104,469			108,067	108,787	109,506	110,226	110,946	111,666	112,385
30		106,041			109,640	110,360	111,079	111,799	112,518	113,239	113,959

Longevity @ 28 Years =

4,355

Longevity @ 30 Years =

4,977

SD

Rondout Valley Central School District  
2019-20 MA Salary Schedule - Hired Before 7/1/2019

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	58,110	58,750	59,389	60,028	60,668	61,307	61,945	62,585	63,223	63,863	64,502	65,142	65,782
2	67,015	67,735	68,455	69,176	69,895	70,615	71,335	72,055	72,774	73,413	74,053	74,692	75,332
3	68,590	69,310	70,030	70,749	71,469	72,188	72,908	73,628	74,348	74,987	75,627	76,267	76,905
4	70,163	70,883	71,602	72,323	73,043	73,762	74,482	75,200	75,920	76,561	77,200	77,840	78,479
5	71,739	72,459	73,177	73,896	74,616	75,336	76,056	76,776	77,496	78,135	78,774	79,413	80,053
6	73,311	74,031	74,750	75,471	76,190	76,910	77,629	78,349	79,068	79,707	80,348	80,987	81,626
7	74,885	75,603	76,324	77,043	77,763	78,482	79,203	79,924	80,643	81,282	81,921	82,560	83,201
8	76,459	77,178	77,898	78,619	79,338	80,057	80,777	81,496	82,215	82,856	83,495	84,135	84,774
9	78,032	78,752	79,471	80,190	80,910	81,630	82,350	83,071	83,789	84,429	85,069	85,708	86,347
10	79,605	80,325	81,046	81,765	82,485	83,204	83,924	84,644	85,364	86,003	86,642	87,283	87,921
11	81,180	81,900	82,619	83,339	84,059	84,778	85,498	86,217	86,937	87,576	88,216	88,855	89,496
12	82,754	83,473	84,191	84,912	85,632	86,351	87,071	87,790	88,511	89,151	89,790	90,428	91,069
13	84,328	85,047	85,767	86,487	87,206	87,926	88,645	89,365	90,085	90,724	91,363	92,003	92,643
14	85,901	86,620	87,339	88,060	88,779	89,499	90,218	90,938	91,658	92,298	92,936	93,577	94,215
15	87,474	88,194	88,914	89,634	90,353	91,073	91,793	92,513	93,233	93,872	94,511	95,149	95,791
16	89,048	89,768	90,487	91,208	91,928	92,647	93,366	94,086	94,805	95,445	96,084	96,724	97,363
17	90,622	91,342	92,061	92,780	93,500	94,219	94,940	95,660	96,379	97,019	97,659	98,297	98,937
18	92,195	92,915	93,635	94,355	95,075	95,795	96,515	97,233	97,952	98,592	99,231	99,872	100,510
19	93,770	94,490	95,208	95,928	96,647	97,367	98,088	98,807	99,527	100,167	100,807	101,445	102,084
20	95,342	96,062	96,781	97,502	98,221	98,942	99,661	100,381	101,100	101,740	102,379	103,018	103,659
21	96,918	97,636	98,356	99,076	99,795	100,514	101,235	101,955	102,675	103,312	103,953	104,592	105,231
22	98,490	99,210	99,929	100,650	101,369	102,088	102,808	103,528	104,247	104,888	105,526	106,167	106,805
23	100,064	100,784	101,503	102,223	102,943	103,663	104,382	105,103	105,821	106,460	107,100	107,740	108,380
24	101,638	102,357	103,077	103,797	104,516	105,235	105,955	106,675	107,395	108,034	108,675	109,314	109,952
25	103,211	103,931	104,650	105,370	106,090	106,809	107,530	108,249	108,969	109,608	110,248	110,887	111,527
26	104,786	105,505	106,224	106,944	107,664	108,384	109,103	109,823	110,543	111,182	111,821	112,461	113,100
27	106,359	107,079	107,799	108,518	109,237	109,956	110,676	111,396	112,115	112,754	113,393	114,032	114,671
28	107,931	108,651	109,372	110,092	110,812	111,531	112,251	112,971	113,690	114,329	114,968	115,607	116,246
29	109,506	110,226	110,946	111,666	112,385	113,104	113,823	114,544	115,263	115,902	116,541	117,180	117,819
30	111,079	111,799	112,518	113,239	113,959	114,678	115,397	116,116	116,835	117,474	118,113	118,752	119,391

Longevity @ 28 Years =

4,355

Longevity @ 30 Years =

4,977

SD

Rondout Valley Central School District  
2020-21 BA Salary Schedule - Hired Before 7/1/2019

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	53,793		55,740				58,982	59,631	60,280	60,928	61,578
2	62,177		64,369				68,020	68,751	69,482	70,214	70,943
3	63,775		65,966				69,619	70,350	71,080	71,810	72,541
4	65,372		67,564				71,215	71,946	72,676	73,408	74,139
5	66,970		69,161				72,815	73,546	74,275	75,004	75,735
6							74,411	75,141	75,871	76,603	77,333
7							76,008	76,737	77,469	78,199	78,929
8							77,606	78,336	79,066	79,798	80,528
9							79,202	79,933	80,663	81,393	82,124
10							80,799	81,530	82,262	82,991	83,722
11							82,398	83,129	83,858	84,589	85,320
12					82,535		83,995	84,725	85,454	86,186	86,916
13					84,130		85,593	86,323	87,054	87,784	88,514
14					85,728		87,190	87,919	88,649	89,381	90,111
15					87,325		88,786	89,517	90,248	90,979	91,708
16					88,923		90,384	91,115	91,844	92,576	93,307
17					90,520		91,981	92,712	93,442	94,172	94,903
18					92,116		93,578	94,309	95,040	95,770	96,501
19					93,714		95,177	95,907	96,636	97,367	98,097
20					95,312		96,772	97,503	98,233	98,965	99,694
21					96,909		98,372	99,101	99,831	100,562	101,292
22					98,507		99,967	100,698	101,428	102,160	102,890
23					100,103	100,834	101,565	102,296	103,026	103,756	104,487
24					101,702	102,432	103,163	103,892	104,623	105,354	106,084
25					103,298	104,029	104,759	105,490	106,220	106,951	107,681
26					104,896	105,627	106,358	107,088	107,817	108,548	109,279
27					106,492	107,224	107,954	108,685	109,416	110,146	110,876
28		104,437			108,090	108,821	109,550	110,281	111,013	111,743	112,474
29		106,036			109,688	110,419	111,149	111,879	112,610	113,341	114,071
30		107,632			111,285	112,015	112,745	113,476	114,206	114,938	115,668
Longevity @ 28 Years =			4,420								
Longevity @ 30 Years =									5,052		

SD

Rondout Valley Central School District  
2020-21 MA Salary Schedule - Hired Before 7/1/2019

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	58,982	59,631	60,280	60,928	61,578	62,227	62,874	63,524	64,171	64,821	65,470	66,119	66,769
2	68,020	68,751	69,482	70,214	70,943	71,674	72,405	73,136	73,866	74,514	75,164	75,812	76,462
3	69,619	70,350	71,080	71,810	72,541	73,271	74,002	74,732	75,463	76,112	76,761	77,411	78,059
4	71,215	71,946	72,676	73,408	74,139	74,868	75,599	76,328	77,059	77,709	78,358	79,008	79,656
5	72,815	73,546	74,275	75,004	75,735	76,466	77,197	77,928	78,658	79,307	79,956	80,604	81,254
6	74,411	75,141	75,871	76,603	77,333	78,064	78,793	79,524	80,254	80,903	81,553	82,202	82,850
7	76,008	76,737	77,469	78,199	78,929	79,659	80,391	81,123	81,853	82,501	83,150	83,798	84,449
8	77,606	78,336	79,066	79,798	80,528	81,258	81,989	82,718	83,448	84,099	84,747	85,397	86,046
9	79,202	79,933	80,663	81,393	82,124	82,854	83,585	84,317	85,046	85,695	86,345	86,994	87,642
10	80,799	81,530	82,262	82,991	83,722	84,452	85,183	85,914	86,644	87,293	87,942	88,592	89,240
11	82,398	83,129	83,858	84,589	85,320	86,050	86,780	87,510	88,241	88,890	89,539	90,188	90,838
12	83,995	84,725	85,454	86,186	86,916	87,646	88,377	89,107	89,839	90,488	91,137	91,784	92,435
13	85,593	86,323	87,054	87,784	88,514	89,245	89,975	90,705	91,436	92,085	92,733	93,383	94,033
14	87,190	87,919	88,649	89,381	90,111	90,841	91,571	92,302	93,033	93,682	94,330	94,981	95,628
15	88,786	89,517	90,248	90,979	91,708	92,439	93,170	93,901	94,631	95,280	95,929	96,576	97,228
16	90,384	91,115	91,844	92,576	93,307	94,037	94,766	95,497	96,227	96,877	97,525	98,175	98,823
17	91,981	92,712	93,442	94,172	94,903	95,632	96,364	97,095	97,825	98,474	99,124	99,771	100,421
18	93,578	94,309	95,040	95,770	96,501	97,232	97,963	98,691	99,421	100,071	100,719	101,370	102,018
19	95,177	95,907	96,636	97,367	98,097	98,828	99,559	100,289	101,020	101,670	102,319	102,967	103,615
20	96,772	97,503	98,233	98,965	99,694	100,426	101,156	101,887	102,617	103,266	103,915	104,563	105,214
21	98,372	99,101	99,831	100,562	101,292	102,022	102,754	103,484	104,215	104,862	105,512	106,161	106,809
22	99,967	100,698	101,428	102,160	102,890	103,619	104,350	105,081	105,811	106,461	107,109	107,760	108,407
23	101,565	102,296	103,026	103,756	104,487	105,218	105,948	106,680	107,408	108,057	108,707	109,356	110,006
24	103,163	103,892	104,623	105,354	106,084	106,814	107,544	108,275	109,006	109,655	110,305	110,954	111,601
25	104,759	105,490	106,220	106,951	107,681	108,411	109,143	109,873	110,604	111,252	111,902	112,550	113,200
26	106,358	107,088	107,817	108,548	109,279	110,010	110,740	111,470	112,201	112,850	113,498	114,148	114,797
27	107,954	108,685	109,416	110,146	110,876	111,605	112,336	113,067	113,796	114,524	115,252	115,981	116,710
28	109,550	110,281	111,013	111,743	112,474	113,204	113,935	114,666	115,396	116,126	116,856	117,586	118,316
29	111,149	111,879	112,610	113,341	114,071	114,801	115,530	116,262	117,000	117,730	118,460	119,190	119,920
30	112,745	113,476	114,206	114,938	115,668	116,398	117,128	117,858	118,588	119,318	120,048	120,778	121,508
Longevity @ 28 Years =				4,420									
Longevity @ 30 Years =													

SD

Rondout Valley Central School District  
2021-22 BA Salary Schedule - Hired Before 7/1/2019

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	54,600		56,576				59,867	60,525	61,184	61,842	62,502
2	63,110		65,335				69,040	69,782	70,524	71,267	72,007
3	64,732		66,955				70,663	71,405	72,146	72,887	73,629
4	66,353		68,577				72,283	73,025	73,766	74,509	75,251
5	67,975		70,198				73,907	74,649	75,389	76,129	76,871
6							75,527	76,268	77,009	77,752	78,493
7							77,148	77,888	78,631	79,372	80,113
8							78,770	79,511	80,252	80,995	81,736
9							80,390	81,132	81,873	82,614	83,356
10							82,011	82,753	83,496	84,236	84,978
11							83,634	84,376	85,116	85,858	86,600
12					83,773		85,255	85,996	86,736	87,479	88,220
13					85,392		86,877	87,618	88,360	89,101	89,842
14					87,014		88,498	89,238	89,979	90,722	91,463
15					88,635		90,118	90,860	91,602	92,344	93,084
16					90,257		91,740	92,482	93,222	93,965	94,707
17					91,878		93,361	94,103	94,844	95,585	96,327
18					93,498		94,982	95,724	96,466	97,207	97,949
19					95,120		96,605	97,346	98,086	98,828	99,568
20					96,742		98,224	98,966	99,706	100,449	101,189
21					98,363		99,848	100,588	101,328	102,070	102,811
22					99,985		101,467	102,208	102,949	103,692	104,433
23					101,605	102,347	103,088	103,830	104,571	105,312	106,054
24					103,228	103,968	104,710	105,450	106,192	106,934	107,675
25					104,847	105,589	106,330	107,072	107,813	108,555	109,296
26					106,469	107,211	107,953	108,694	109,434	110,176	110,918
27					108,089	108,832	109,573	110,315	111,057	111,798	112,539
28		106,004			109,711	110,453	111,193	111,935	112,678	113,419	114,161
29		107,627			111,333	112,075	112,816	113,557	114,299	115,041	115,782
30		109,246			112,954	113,695	114,436	115,178	115,919	116,662	117,403
Longevity @ 28 Years =			4,486			Longevity @ 30 Years =			5,128		

SD



Rondout Valley Central School District  
2021-22 MA Salary Schedule - Hired Before 7/1/2019

STEP	M	M+5	M+10	M+15	M+20	M+25	M+30	M+35	M+40	M+45	M+50	M+55	M+60
1	59,867	60,525	61,184	61,842	62,502	63,160	63,817	64,477	65,134	65,793	66,452	67,111	67,771
2	69,040	69,782	70,524	71,267	72,007	72,749	73,491	74,233	74,974	75,632	76,291	76,949	77,609
3	70,663	71,405	72,146	72,887	73,629	74,370	75,112	75,853	76,595	77,254	77,912	78,572	79,230
4	72,283	73,025	73,766	74,509	75,251	75,991	76,733	77,473	78,215	78,875	79,533	80,193	80,851
5	73,907	74,649	75,389	76,129	76,871	77,613	78,355	79,097	79,838	80,497	81,155	81,813	82,473
6	75,527	76,268	77,009	77,752	78,493	79,235	79,975	80,717	81,458	82,117	82,776	83,435	84,093
7	77,148	77,888	78,631	79,372	80,113	80,854	81,597	82,340	83,081	83,739	84,397	85,055	85,716
8	78,770	79,511	80,252	80,995	81,736	82,477	83,219	83,959	84,700	85,360	86,018	86,678	87,337
9	80,390	81,132	81,873	82,614	83,356	84,097	84,839	85,582	86,322	86,980	87,640	88,299	88,957
10	82,011	82,753	83,496	84,236	84,978	85,719	86,461	87,203	87,944	88,602	89,261	89,921	90,579
11	83,634	84,376	85,116	85,858	86,600	87,341	88,082	88,823	89,565	90,223	90,882	91,541	92,201
12	85,255	85,996	86,736	87,479	88,220	88,961	89,703	90,444	91,187	91,845	92,504	93,161	93,822
13	86,877	87,618	88,360	89,101	89,842	90,584	91,325	92,066	92,808	93,466	94,124	94,784	95,443
14	88,498	89,238	89,979	90,722	91,463	92,204	92,945	93,687	94,428	95,087	95,745	96,406	97,062
15	90,118	90,860	91,602	92,344	93,084	93,826	94,568	95,310	96,050	96,709	97,368	98,025	98,686
16	91,740	92,482	93,222	93,965	94,707	95,448	96,187	96,929	97,670	98,330	98,988	99,648	100,305
17	93,361	94,103	94,844	95,585	96,327	97,066	97,809	98,551	99,292	99,951	100,611	101,268	101,927
18	94,982	95,724	96,466	97,207	97,949	98,690	99,432	100,171	100,912	101,572	102,230	102,891	103,548
19	96,605	97,346	98,086	98,828	99,568	100,310	101,052	101,793	102,535	103,195	103,854	104,512	105,169
20	98,224	98,966	99,706	100,449	101,189	101,932	102,673	103,415	104,156	104,815	105,474	106,131	106,792
21	99,848	100,588	101,328	102,070	102,811	103,552	104,295	105,036	105,778	106,435	107,095	107,753	108,411
22	101,467	102,208	102,949	103,692	104,433	105,173	105,915	106,657	107,398	108,058	108,716	109,376	110,033
23	103,088	103,830	104,571	105,312	106,054	106,796	107,537	108,280	109,019	109,678	110,338	110,996	111,656
24	104,710	105,450	106,192	106,934	107,675	108,416	109,157	109,899	110,641	111,300	111,960	112,618	113,275
25	106,330	107,072	107,813	108,555	109,296	110,037	110,780	111,521	112,263	112,921	113,581	114,238	114,898
26	107,953	108,694	109,434	110,176	110,918	111,660	112,401	113,142	113,884	114,543	115,200	115,860	116,519
27	109,573	110,315	111,057	111,798	112,539	113,279	114,021	114,763	115,505	116,247	116,989	117,731	118,473
28	111,193	111,935	112,678	113,419	114,161	114,902	115,644	116,386	117,128	117,870	118,612	119,354	120,096
29	112,816	113,557	114,299	115,041	115,782	116,523	117,263	118,006	118,748	119,490	120,232	120,974	121,716
30	114,436	115,178	115,919	116,662	117,403	118,144	118,886	119,628	120,370	121,112	121,854	122,596	123,338

SD

Longevity @ 28 Years =

4,486

Longevity @ 30 Years =

5,128

Rondout Valley Central School District  
2019-20 BA Salary Schedule - Hired After 7/1/2019

STEP	BA	BA+5	BA+15	BA+20	BA+30	BA+35	BA+40	BA+45	BA+50	BA+55	BA+60
1	52,998		54,916				58,110	58,750	59,389	60,028	60,668
2	56,244		58,222				61,517	62,177	62,836	63,495	64,155
3	59,490		61,528				64,924	65,604	66,283	66,962	67,642
4	62,736		64,834				68,331	69,031	69,730	70,429	71,129
5	65,980		68,139				71,739	72,459	73,177	73,896	74,616
6							73,311	74,031	74,750	75,471	76,190
7							74,885	75,603	76,324	77,043	77,763
8							76,459	77,178	77,898	78,619	79,338
9							78,032	78,752	79,471	80,190	80,910
10							79,605	80,325	81,046	81,765	82,485
11							81,180	81,900	82,619	83,339	84,059
12					81,315		82,754	83,473	84,191	84,912	85,632
13					82,887		84,328	85,047	85,767	86,487	87,206
14					84,461		85,901	86,620	87,339	88,060	88,779
15					86,034		87,474	88,194	88,914	89,634	90,353
16					87,609		89,048	89,768	90,487	91,208	91,928
17					89,182		90,622	91,342	92,061	92,780	93,500
18					90,755		92,195	92,915	93,635	94,355	95,075
19					92,329		93,770	94,490	95,208	95,928	96,647
20					93,903		95,342	96,062	96,781	97,502	98,221
21					95,477		96,918	97,636	98,356	99,076	99,795
22					97,051		98,490	99,210	99,929	100,650	101,369
23					98,624	99,344	100,064	100,784	101,503	102,223	102,943
24					100,199	100,918	101,638	102,357	103,077	103,797	104,516
25					101,771	102,492	103,211	103,931	104,650	105,370	106,090
26					103,346	104,066	104,786	105,505	106,224	106,944	107,664
27					104,918	105,639	106,359	107,079	107,799	108,518	109,237
28		102,894			106,493	107,213	107,931	108,651	109,372	110,092	110,812
29		104,469			108,067	108,787	109,506	110,226	110,946	111,666	112,385
30		106,041			109,640	110,360	111,079	111,799	112,518	113,239	113,959
Longevity @ 28 Years =			4,355								
Longevity @ 30 Years =									4,977		

SD

Rondout Valley Central School District  
2019-20 MA Salary Schedule - Hired After 7/1/2019

STEP	<u>M</u>	<u>M+5</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+25</u>	<u>M+30</u>	<u>M+35</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+55</u>	<u>M+60</u>
1	58,110	58,750	59,389	60,028	60,668	61,307	61,945	62,585	63,223	63,863	64,502	65,142	65,782
2	61,517	62,177	62,836	63,495	64,155	64,814	65,473	66,133	66,791	67,431	68,070	68,710	69,350
3	64,924	65,604	66,283	66,962	67,642	68,321	69,001	69,681	70,359	70,999	71,638	72,278	72,918
4	68,331	69,031	69,730	70,429	71,129	71,828	72,529	73,229	73,927	74,567	75,206	75,846	76,486
5	71,739	72,459	73,177	73,896	74,616	75,336	76,056	76,776	77,496	78,135	78,774	79,413	80,053
6	73,311	74,031	74,750	75,471	76,190	76,910	77,629	78,349	79,068	79,707	80,348	80,987	81,626
7	74,885	75,603	76,324	77,043	77,763	78,482	79,203	79,924	80,643	81,282	81,921	82,560	83,201
8	76,459	77,178	77,898	78,619	79,338	80,057	80,777	81,496	82,215	82,856	83,495	84,135	84,774
9	78,032	78,752	79,471	80,190	80,910	81,630	82,350	83,071	83,789	84,429	85,069	85,708	86,347
10	79,605	80,325	81,046	81,765	82,485	83,204	83,924	84,644	85,364	86,003	86,642	87,283	87,921
11	81,180	81,900	82,619	83,339	84,059	84,778	85,498	86,217	86,937	87,576	88,216	88,855	89,496
12	82,754	83,473	84,191	84,912	85,632	86,351	87,071	87,790	88,511	89,151	89,790	90,428	91,069
13	84,328	85,047	85,767	86,487	87,206	87,926	88,645	89,365	90,085	90,724	91,363	92,003	92,643
14	85,901	86,620	87,339	88,060	88,779	89,499	90,218	90,938	91,658	92,298	92,936	93,577	94,215
15	87,474	88,194	88,914	89,634	90,353	91,073	91,793	92,513	93,233	93,872	94,511	95,149	95,791
16	89,048	89,768	90,487	91,208	91,928	92,647	93,366	94,086	94,805	95,445	96,084	96,724	97,363
17	90,622	91,342	92,061	92,780	93,500	94,219	94,940	95,660	96,379	97,019	97,659	98,297	98,937
18	92,195	92,915	93,635	94,355	95,075	95,795	96,515	97,233	97,952	98,592	99,231	99,872	100,510
19	93,770	94,490	95,208	95,928	96,647	97,367	98,088	98,807	99,527	100,167	100,807	101,445	102,084
20	95,342	96,062	96,781	97,502	98,221	98,942	99,661	100,381	101,100	101,740	102,379	103,018	103,659
21	96,918	97,636	98,356	99,076	99,795	100,514	101,235	101,955	102,675	103,312	103,953	104,592	105,231
22	98,490	99,210	99,929	100,650	101,369	102,088	102,808	103,528	104,247	104,888	105,526	106,167	106,805
23	100,064	100,784	101,503	102,223	102,943	103,663	104,382	105,103	105,821	106,460	107,100	107,740	108,380
24	101,638	102,357	103,077	103,797	104,516	105,235	105,955	106,675	107,395	108,034	108,675	109,314	109,952
25	103,211	103,931	104,650	105,370	106,090	106,809	107,530	108,249	108,969	109,608	110,248	110,887	111,527
26	104,786	105,505	106,224	106,944	107,664	108,384	109,103	109,823	110,543	111,182	111,821	112,461	113,100
27	106,359	107,079	107,799	108,518	109,237	109,956	110,676	111,396	115,149	115,787	116,427	117,067	117,706
28	107,931	108,651	109,372	110,092	110,812	111,531	112,251	112,971					
29	109,506	110,226	110,946	111,666	112,385	113,104	113,823	114,544					
30	111,079	111,799	112,518	113,239	113,959	114,678	115,149	115,149					

SD

4,977

Longevity @ 30 Years =

4,355

Longevity @ 28 Years =

Rondout Valley Central School District  
2020-21 BA Salary Schedule - Hired After 7/1/2019

<u>SIEP</u>	<u>BA</u>	<u>BA+5</u>	<u>BA+15</u>	<u>BA+20</u>	<u>BA+30</u>	<u>BA+35</u>	<u>BA+40</u>	<u>BA+45</u>	<u>BA+50</u>	<u>BA+55</u>	<u>BA+60</u>
1	53,793		55,740				58,982	59,631	60,280	60,928	61,578
2	57,088		59,095				62,440	63,110	63,779	64,447	65,117
3	60,382		62,451				65,898	66,588	67,277	67,966	68,657
4	63,677		65,807				69,356	70,066	70,776	71,485	72,196
5	66,970		69,161				72,815	73,546	74,275	75,004	75,735
6							74,411	75,141	75,871	76,603	77,333
7							76,008	76,737	77,469	78,199	78,929
8							77,606	78,336	79,066	79,798	80,528
9							79,202	79,933	80,663	81,393	82,124
10							80,799	81,530	82,262	82,991	83,722
11							82,398	83,129	83,858	84,589	85,320
12					82,535		83,995	84,725	85,454	86,186	86,916
13					84,130		85,593	86,323	87,054	87,784	88,514
14					85,728		87,190	87,919	88,649	89,381	90,111
15					87,325		88,786	89,517	90,248	90,979	91,708
16					88,923		90,384	91,115	91,844	92,576	93,307
17					90,520		91,981	92,712	93,442	94,172	94,903
18					92,116		93,578	94,309	95,040	95,770	96,501
19					93,714		95,177	95,907	96,636	97,367	98,097
20					95,312		96,772	97,503	98,233	98,965	99,694
21					96,909		98,372	99,101	99,831	100,562	101,292
22					98,507		99,967	100,698	101,428	102,160	102,890
23					100,103	100,834	101,565	102,296	103,026	103,756	104,487
24					101,702	102,432	103,163	103,892	104,623	105,354	106,084
25					103,298	104,029	104,759	105,490	106,220	106,951	107,681
26					104,896	105,627	106,358	107,088	107,817	108,548	109,279
27					106,492	107,224	107,954	108,685	109,416	110,146	110,876
28		104,437			108,090	108,821	109,550	110,281	111,013	111,743	112,474
29		106,036			109,688	110,419	111,149	111,879	112,610	113,341	114,071
30		107,632			111,285	112,015	112,745	113,476	114,206	114,938	115,668
Longevity @ 28 Years =			4,420								
Longevity @ 30 Years =										5,052	

SD

Rondout Valley Central School District  
2020-21 MA Salary Schedule - Hired After 7/1/2019

STEP	<u>M</u>	<u>M+5</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+25</u>	<u>M+30</u>	<u>M+35</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+55</u>	<u>M+60</u>
1	58,982	59,631	60,280	60,928	61,578	62,227	62,874	63,524	64,171	64,821	65,470	66,119	66,769
2	62,440	63,110	63,779	64,447	65,117	65,786	66,455	67,125	67,793	68,442	69,091	69,741	70,390
3	65,898	66,588	67,277	67,966	68,657	69,346	70,036	70,726	71,414	72,064	72,713	73,362	74,012
4	69,356	70,066	70,776	71,485	72,196	72,905	73,617	74,327	75,036	75,686	76,334	76,984	77,633
5	72,815	73,546	74,275	75,004	75,735	76,466	77,197	77,928	78,658	79,307	79,956	80,604	81,254
6	74,411	75,141	75,871	76,603	77,333	78,064	78,793	79,524	80,254	80,903	81,553	82,202	82,850
7	76,008	76,737	77,469	78,199	78,929	79,659	80,391	81,123	81,853	82,501	83,150	83,798	84,449
8	77,606	78,336	79,066	79,798	80,528	81,258	81,989	82,718	83,448	84,099	84,747	85,397	86,046
9	79,202	79,933	80,663	81,393	82,124	82,854	83,585	84,317	85,046	85,695	86,345	86,994	87,642
10	80,799	81,530	82,262	82,991	83,722	84,452	85,183	85,914	86,644	87,293	87,942	88,592	89,240
11	82,398	83,129	83,858	84,589	85,320	86,050	86,780	87,510	88,241	88,890	89,539	90,188	90,838
12	83,995	84,725	85,454	86,186	86,916	87,646	88,377	89,107	89,839	90,488	91,137	91,784	92,435
13	85,593	86,323	87,054	87,784	88,514	89,245	89,975	90,705	91,436	92,085	92,733	93,383	94,033
14	87,190	87,919	88,649	89,381	90,111	90,841	91,571	92,302	93,033	93,682	94,330	94,981	95,628
15	88,786	89,517	90,248	90,979	91,708	92,439	93,170	93,901	94,631	95,280	95,929	96,576	97,228
16	90,384	91,115	91,844	92,576	93,307	94,037	94,766	95,497	96,227	96,877	97,525	98,175	98,823
17	91,981	92,712	93,442	94,172	94,903	95,632	96,364	97,095	97,825	98,474	99,124	99,771	100,421
18	93,578	94,309	95,040	95,770	96,501	97,232	97,963	98,691	99,421	100,071	100,719	101,370	102,018
19	95,177	95,907	96,636	97,367	98,097	98,828	99,559	100,289	101,020	101,670	102,319	102,967	103,615
20	96,772	97,503	98,233	98,965	99,694	100,426	101,156	101,887	102,617	103,266	103,915	104,563	105,214
21	98,372	99,101	99,831	100,562	101,292	102,022	102,754	103,484	104,215	104,862	105,512	106,161	106,809
22	99,967	100,698	101,428	102,160	102,890	103,619	104,350	105,081	105,811	106,461	107,109	107,760	108,407
23	101,565	102,296	103,026	103,756	104,487	105,218	105,948	106,680	107,408	108,057	108,707	109,356	110,006
24	103,163	103,892	104,623	105,354	106,084	106,814	107,544	108,275	109,006	109,655	110,305	110,954	111,601
25	104,759	105,490	106,220	106,951	107,681	108,411	109,143	109,873	110,604	111,252	111,902	112,550	113,200
26	106,358	107,088	107,817	108,548	109,279	110,010	110,740	111,470	112,201	112,850	113,498	114,148	114,797
27	107,954	108,685	109,416	110,146	110,876	111,605	112,336	113,067	113,796	114,524	115,252	115,982	116,712
28	109,550	110,281	111,013	111,743	112,474	113,204	113,935	114,666					
29	111,149	111,879	112,610	113,341	114,071	114,801	115,530	116,262					
30	112,745	113,476	114,206	114,938	115,668	116,398	116,876	116,876					

SD

5,052

Longevity @ 30 Years =

4,420

Longevity @ 28 Years =

Rondout Valley Central School District  
2021-22 BA Salary Schedule - Hired After 7/1/2019

<u>STEP</u>	<u>BA</u>	<u>BA+5</u>	<u>BA+15</u>	<u>BA+20</u>	<u>BA+30</u>	<u>BA+35</u>	<u>BA+40</u>	<u>BA+45</u>	<u>BA+50</u>	<u>BA+55</u>	<u>BA+60</u>
1	54,600		56,576				59,867	60,525	61,184	61,842	62,502
2	57,944		59,981				63,377	64,057	64,736	65,414	66,094
3	61,288		63,388				66,886	67,587	68,286	68,985	69,687
4	64,632		66,794				70,396	71,117	71,838	72,557	73,279
5	67,975		70,198				73,907	74,649	75,389	76,129	76,871
6							75,527	76,268	77,009	77,752	78,493
7							77,148	77,888	78,631	79,372	80,113
8							78,770	79,511	80,252	80,995	81,736
9							80,390	81,132	81,873	82,614	83,356
10							82,011	82,753	83,496	84,236	84,978
11							83,634	84,376	85,116	85,858	86,600
12					83,773		85,255	85,996	86,736	87,479	88,220
13					85,392		86,877	87,618	88,360	89,101	89,842
14					87,014		88,498	89,238	89,979	90,722	91,463
15					88,635		90,118	90,860	91,602	92,344	93,084
16					90,257		91,740	92,482	93,222	93,965	94,707
17					91,878		93,361	94,103	94,844	95,585	96,327
18					93,498		94,982	95,724	96,466	97,207	97,949
19					95,120		96,605	97,346	98,086	98,828	99,568
20					96,742		98,224	98,966	99,706	100,449	101,189
21					98,363		99,848	100,588	101,328	102,070	102,811
22					99,985		101,467	102,208	102,949	103,692	104,433
23					101,605	102,347	103,088	103,830	104,571	105,312	106,054
24					103,228	103,968	104,710	105,450	106,192	106,934	107,675
25					104,847	105,589	106,330	107,072	107,813	108,555	109,296
26					106,469	107,211	107,953	108,694	109,434	110,176	110,918
27					108,089	108,832	109,573	110,315	111,057	111,798	112,539
28		106,004			109,711	110,453	111,193	111,935	112,678	113,419	114,161
29		107,627			111,333	112,075	112,816	113,557	114,299	115,041	115,782
30		109,246			112,954	113,695	114,436	115,178	115,919	116,662	117,403

Longevity @ 28 Years =

4,486

Longevity @ 30 Years =

5,128

SD

Rondout Valley Central School District  
2021-22 MA Salary Schedule - Hired After 7/1/2019

19

STEP	<u>M</u>	<u>M+5</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+25</u>	<u>M+30</u>	<u>M+35</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+55</u>	<u>M+60</u>
1	59,867	60,525	61,184	61,842	62,502	63,160	63,817	64,477	65,134	65,793	66,452	67,111	67,771
2	63,377	64,057	64,736	65,414	66,094	66,773	67,452	68,132	68,810	69,469	70,127	70,787	71,446
3	66,886	67,587	68,286	68,985	69,687	70,386	71,087	71,787	72,485	73,145	73,804	74,462	75,122
4	70,396	71,117	71,838	72,557	73,279	73,999	74,721	75,442	76,162	76,821	77,479	78,139	78,797
5	73,907	74,649	75,389	76,129	76,871	77,613	78,355	79,097	79,838	80,497	81,155	81,813	82,473
6	75,527	76,268	77,009	77,752	78,493	79,235	79,975	80,717	81,458	82,117	82,776	83,435	84,093
7	77,148	77,888	78,631	79,372	80,113	80,854	81,597	82,340	83,081	83,739	84,397	85,055	85,716
8	78,770	79,511	80,252	80,995	81,736	82,477	83,219	83,959	84,700	85,360	86,018	86,678	87,337
9	80,390	81,132	81,873	82,614	83,356	84,097	84,839	85,582	86,322	86,980	87,640	88,299	88,957
10	82,011	82,753	83,496	84,236	84,978	85,719	86,461	87,203	87,944	88,602	89,261	89,921	90,579
11	83,634	84,376	85,116	85,858	86,600	87,341	88,082	88,823	89,565	90,223	90,882	91,541	92,201
12	85,255	85,996	86,736	87,479	88,220	88,961	89,703	90,444	91,187	91,845	92,504	93,161	93,822
13	86,877	87,618	88,360	89,101	89,842	90,584	91,325	92,066	92,808	93,466	94,124	94,784	95,443
14	88,498	89,238	89,979	90,722	91,463	92,204	92,945	93,687	94,428	95,087	95,745	96,406	97,062
15	90,118	90,860	91,602	92,344	93,084	93,826	94,568	95,310	96,050	96,709	97,368	98,025	98,686
16	91,740	92,482	93,222	93,965	94,707	95,448	96,187	96,929	97,670	98,330	98,988	99,648	100,305
17	93,361	94,103	94,844	95,585	96,327	97,066	97,809	98,551	99,292	99,951	100,611	101,268	101,927
18	94,982	95,724	96,466	97,207	97,949	98,690	99,432	100,171	100,912	101,572	102,230	102,891	103,548
19	96,605	97,346	98,086	98,828	99,568	100,310	101,052	101,793	102,535	103,195	103,854	104,512	105,169
20	98,224	98,966	99,706	100,449	101,189	101,932	102,673	103,415	104,156	104,815	105,474	106,131	106,792
21	99,848	100,588	101,328	102,070	102,811	103,552	104,295	105,036	105,778	106,435	107,095	107,753	108,411
22	101,467	102,208	102,949	103,692	104,433	105,173	105,915	106,657	107,398	108,058	108,716	109,376	110,033
23	103,088	103,830	104,571	105,312	106,054	106,796	107,537	108,280	109,019	109,678	110,338	110,996	111,656
24	104,710	105,450	106,192	106,934	107,675	108,416	109,157	109,899	110,641	111,300	111,960	112,618	113,275
25	106,330	107,072	107,813	108,555	109,296	110,037	110,780	111,521	112,263	112,921	113,581	114,238	114,898
26	107,953	108,694	109,434	110,176	110,918	111,660	112,401	113,142	113,884	114,543	115,200	115,860	116,519
27	109,573	110,315	111,057	111,798	112,539	113,279	114,021	114,763	115,504	116,245	116,986	117,727	118,468
28	111,193	111,935	112,678	113,419	114,161	114,902	115,644	116,386	117,127	117,868	118,609	119,350	120,091
29	112,816	113,557	114,299	115,041	115,782	116,523	117,263	118,006	118,747	119,488	120,229	120,970	121,711
30	114,436	115,178	115,919	116,662	117,403	118,144	118,885	119,626	120,367	121,108	121,849	122,590	123,331

Longevity @ 28 Years =

4,486

Longevity @ 30 Years =

5,128

Rondout Valley Central School District  
Nurses Salary Schedule

<u>STEP</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
1	53,805	54,478	55,295	56,124
2	55,647	56,343	57,188	58,046
3	57,488	58,207	59,080	59,966
4	59,332	60,074	60,975	61,890
5	61,171	61,936	62,865	63,808
6	63,013	63,801	64,758	65,729
7	64,273	65,076	66,052	67,043
8	65,559	66,378	67,374	68,385
9	66,870	67,706	68,722	69,753
10	68,207	69,060	70,096	71,147
11	69,572	70,442	71,499	72,571
12	70,964	71,851	72,929	74,023
13	72,383	73,288	74,387	75,503
14	73,830	74,753	75,874	77,012
15	75,307	76,248	77,392	78,553

SD



## **APPENDIX B**

As a part of the negotiations for the July 1, 2018 – June 30, 2022 collective bargaining agreement, the parties agreed to meet and review and consider establishing a new schedule for coaches, advisors and chaperones.

Coaches, Advisors, Chaperones		2017-18	2018-19	2019-20	2020-21
<b>Position</b>					
Head Coach each Asst		215	219	223	227
Head Coach		429	438	447	456
Coaches Per Hour		45	46	47	48
	<b>Min. Hours</b>				
Football (1) Varsity	85	4,292	4,378	4,466	4,555
Football (6)	85	3,792	3,868	3,945	4,024
Soccer (HS) (2) Varsity	70	3,623	3,695	3,769	3,844
(MS) (1)	60	2,678	2,732	2,787	2,843
Field Hockey (HS) (1) Varsity	70	3,623	3,695	3,769	3,844
Field Hockey (HS) (2)	70	3,123	3,185	3,249	3,314
(MS) (2)	60	2,678	2,732	2,787	2,843
Cross Country (1) Varsity	60	3,178	3,242	3,307	3,373
Volleyball (1) Varsity	70	3,623	3,695	3,769	3,844
Volleyball (1)	70	3,123	3,185	3,249	3,314
Wrestling (HS) (2)	95	4,239	4,324	4,410	4,498
(MS) (1)	60	2,678	2,732	2,787	2,843
Basketball (HS) (2) Varsity	85	4,292	4,378	4,466	4,555
Basketball (HS) (2)	85	3,792	3,868	3,945	4,024
(9th grade) (1)	60	2,678	2,732	2,787	2,843
(MS) (2)	60	2,678	2,732	2,787	2,843
Gymnastics (HS) (1) Varsity	85	4,292	4,378	4,466	4,555
Gymnastics (HS) (1)	85	3,792	3,868	3,945	4,024
(MS) (1)	60	2,678	2,732	2,787	2,843
Skiing (1) Varsity	55	2,955	3,014	3,074	3,135
Baseball/Softball (2) Varsity	60	3,178	3,242	3,307	3,373
Baseball/Softball (2)	60	2,678	2,732	2,787	2,843
Golf (1) Varsity	50	2,730	2,785	2,841	2,898
Track (HS) (2) Varsity	70	3,623	3,695	3,769	3,844
Track (HS) (1)	70	3,123	3,185	3,249	3,314
(MS) (2)	50	2,230	2,275	2,321	2,367
Tennis (1) Varsity	50	2,730	2,785	2,841	2,898
Chaperones	per event	68	69	70	71
Ticket Seller	per event	101	103	105	107
Sports Timer	per event	49	50	51	52
Cheerleading Advisor					
Football/Basketball	80	2,696	2,750	2,805	2,861
Class Advisors (9-11)	30	1,011	1,031	1,052	1,073
Grade 12	40	1,346	1,373	1,400	1,428
Pep or Marching Band	60	2,022	2,062	2,103	2,145

School Newspaper	35	1,184	1,208	1,232	1,257
School Play Director	40	1,346	1,373	1,400	1,428
Producer/Advisor	80	2,696	2,750	2,805	2,861
Choreographer	40	1,346	1,373	1,400	1,428
Musical Director	40	1,346	1,373	1,400	1,428
Stage Crew Director	60	2,022	2,062	2,103	2,145
Math Team Advisor	50	1,685	1,719	1,753	1,788
National Honor Society	50	1,685	1,719	1,753	1,788
Scholastic Match Advisor	50	1,685	1,719	1,753	1,788
Lip Sync Show Advisor	15	521	531	542	553
Student Council Advisor	85	2,855	2,912	2,970	3,029
Yearbook Chief Advisor (1)	85	2,855	2,912	2,970	3,029
Yearbook Asst's (2)	50	1,685	1,719	1,753	1,788
Memory Book (MS) (1)	50	1,685	1,719	1,753	1,788
Club Advisor					
Half Sessions	35	1,184	1,208	1,232	1,257
Intramural Advisor					
Half Sessions	20	673	686	700	714
Home Teacher	per hour	41	42	43	44
After School Detention	per hour	41	42	43	44
Mock Trial Team Advisor	50	1,685	1,719	1,753	1,788
Unified Basketball Head Coach		1,800	1,836	1,873	1,910
Unified Basketball Assistant Coach		1,200	1,224	1,248	1,273

SD

## APPENDIX C

Compensation for Liaisons will be as follows:

Yearly	<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
	\$4,976	\$5,038	\$5,114	\$ 5,191

### LIAISONS

#### ENGLISH/LANGUAGE ARTS/SOCIAL STUDIES/LIBRARY

- 2 Elementary
- 1 HS (9 - 12) English/Language Arts
- 1 HS (9 - 12) Social Studies
- 1 MS (4 - 8) English/Language Arts
- 1 MS (4 - 8) Social Studies
- 1 (K-12) Library

#### MATH/SCIENCE/TECHNOLOGY

- 2 Elementary
- 1 HS (9 - 12) Math
- 1 HS (9 - 12) Science
- 1 HS (9 - 12) Tech
- 1 MS (4 - 8) Math
- 1 MS (4 - 8) Science
- 1 MS (4 - 8) Technology

#### ARTS/FOREIGN LANGUAGE/ESL/T&G

- 1 (K - 12) Arts
- 1 (K - 12) Music
- 1 (K - 12) Foreign Language /ESL

#### PE/HEALTH/HOME & CAREERS

- 1 (K - 12) P.E./Health/HACS

**BUILDING LEVEL**

- 1 4<sup>TH</sup> GRADE LIAISON
- 1 5<sup>TH</sup> GRADE LIAISON
- 1 6<sup>TH</sup> GRADE LIAISON

**SPECIAL EDUCATION**

- 1 HS
- 1 MS
- 1 Elementary
- 1 Assistive Tech
- 1 School Counselor
- 1 Related Service

**NURSE**

- 1 Nurse Facilitator \$5,000
- 1 Athletic Nurse \$2,500

**APPENDIX D**

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT  
REQUEST FOR LEAVE**

NAME \_\_\_\_\_ DATE \_\_\_\_\_

SCHOOL \_\_\_\_\_ BARGAINING UNIT \_\_\_\_\_

LEAVE  
CATEGORY \_\_\_\_\_ DATE(S) REQUESTED \_\_\_\_\_

If the leave category is "personal", please indicate whether religious, legal, medical, other (specify), or without pay (not charged against any particular leave credits).

REASON(S)  
FOR REQUEST \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SIGNATURE \_\_\_\_\_

APPROVED/DISAPPROVED BY: \_\_\_\_\_ DATE \_\_\_\_\_

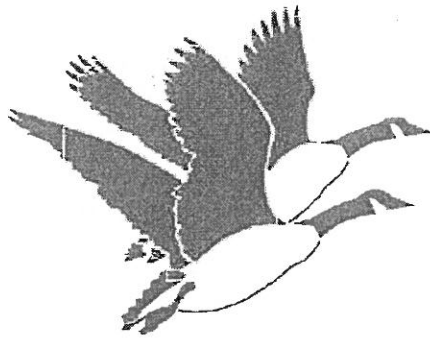
COMMENTS:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**NOTE:** This application for leave is to be submitted as per your unit's contractual provisions  
White - Employee's Copy - Yellow - Principal's Copy - Pink - Superintendent's copy

**APPENDIX E**

**EARNED SALARY INCREASE GUIDELINES**

Rondout Valley Central School District  
P.O. Box 9  
Accord, New York



Guidelines for  
Earned Salary Increase  
In-service Credit Approvals  
Conferences  
And  
Documentation

Updated June 2009



## **In-Service Credit Procedures**

A. Professional staff members may acquire in-service credit (one (1) in-service credit per each 15 hour workshop participation) through attendance and participation in workshops, which have been pre-approved by the Assistant Superintendent. Fifteen hour workshops offered by the Rondout Valley Central School District, Ulster BOCES and/or the Mid Hudson Teacher's Center will be considered eligible if the workshops are directly related to the teacher's assignment area, are scheduled for non-working hours and are 15 hours in length. [Mylearningplan.com](http://mylearningplan.com) lists the catalogs and workshops available.

A Request for In-service Credit form must be submitted and approved prior to attendance at a workshop if in-service credit is to be eligible for future salary adjustments. (Note: Workshops of less than 15 hours in length are not eligible for consideration for salary adjustments.)

B. The following procedures are to be followed to obtain in-service credit:

1. Approval of Course/Workshop: Please complete a request for approval of a workshop at least two weeks before the workshop is scheduled by logging onto [mylearningplan.com](http://mylearningplan.com) and using the Request for In-service Credit form. Also, please attach a brochure or include a detailed description of the workshop and forward to the Office of the Assistant Superintendent if the workshop requested is not listed in the catalogs on [mylearningplan.com](http://mylearningplan.com). The Assistant Superintendent will review the request.

2. All participants in a workshop are expected to sign in for documentation purposes.

3. Submitting Confirmation of Attendance at Workshops: Upon completion of an approved workshop, please submit documentation to the Office of the Assistant Superintendent. This office will retain copies for a minimum of three (3) years.

## **Requests for Earned Salary Increase**

A. Upon completion of the requisite credits for your hiring date and degree status, please forward an application for salary adjustment to the Administrative Assistant for Personnel. Requests are to be submitted no later than two weeks following the first regular school day of the academic year for inclusion in payroll updates. Full documentation with official transcripts from an accredited college or university and confirmation of completion of approved in-service credit workshops is expected. On the Official Transcript the individual coursework credits must be awarded prior to September 1<sup>st</sup>. Contact the Personnel Office for the Request for Earned Salary Increase Adjustment form. Blank form is also available on [mylearningplan.com](http://mylearningplan.com).

**Note:** It is the responsibility of professional staff members to submit evidence of the successful completion of in-service programs and graduate credits for salary purposes to the Personnel Office. Acceptable evidence may include copies of official memorandums denoting completion of in-service programs or copies of certificates of participation from sponsoring in-service program agencies that specify the hours attended. Official graduate transcripts are required from the accrediting graduate institutions. All documentation should be forwarded together with the request.

B. The request and documentation will be reviewed and if all the documentation is in order, the Administrative Assistant for Personnel will then inform the payroll clerk that an adjustment to salary is to be made.

C. In-service credit will not be awarded for professional staff members' participation in workshops which occur during the instructional school day. Professional staff members who seek and receive in-service credit for participation in workshops will not be reimbursed for the costs associated with the workshops.

If a professional staff member is **required** to attend a workshop (e.g. during the summer recess months) as a representative of the District, the participant will receive per diem payment (1/200<sup>th</sup>) and the District will pay costs associated with workshops. In-Service credit will not be awarded. (Note: Graduate Credit Option: In lieu of per diem payment (1/200<sup>th</sup>) the teacher may opt to pay tuition costs and receive graduate credit, if available).

Professional staff members registered for pre-approved workshops must attend the entire 15 hour workshop to receive in-service credit for salary purposes.

### **Request to attend a Conference:**

A Conference Request Form is available on [mylearningplan.com](http://mylearningplan.com). After logging onto [mylearningplan.com](http://mylearningplan.com) on the left side will be **Activity Catalogs** listing: District Catalog, MHRIC Catalog, MHTC Catalog and Ulster BOCES. Click on one of these catalogs to enroll. Then under Activity Catalog there will be **Fill-In Forms**. Select **Conference Request Form** and fill out all information needed. If conference is not listed in any of these catalogs, all information will need to be typed in by user. It is important to send the pre-printed registration form (if the conference is not listed in one of the catalogs) filled out with backup information to the Curriculum Office. Forms should be submitted at least three weeks prior to the conference date to allow enough time for processing. Only after the conference is approved will registration take place. **Remember to check mylearningplan.com to know if the conference has been approved before attending. Please note:** After attending the conference, a **Conference Summary Report** needs to be completed in order for claim forms to be processed.

### **Definitions of terms:**

**Staff Development Days:** These staff development days will supplement traditional Superintendent's Conference Days. Attendance is required as per applicable contracts.

**Graduate Credit:** Graduate credit is defined as credit earned for successfully completing a course at the post Bachelor's degree level at an accredited college or university. Graduate credit is valid as long as the issuing institution considers the course credit valid for application to a program degree. No credits earned prior to the awarding of the Masters degree may be used either independently or in combination with in-service credits for further advancement on the salary schedule.

**In-Service Credit:** In-Service credit is offered by the District when teaching (or teaching assistant) staff complete approved 15 hour workshops related to their instructional areas. Combined with graduate credit, pre approved in-service credit can also be applied to an application for a salary adjustment in September of each academic year.

For salary adjustments, the required combinations of graduate and in-service credits are grouped as follows for the 5-credit block for teachers.

3 graduate credits can be added to 2 approved in-service credits or  
4 graduate credits can be added to 1 approved in-service credit or  
5 graduate credits with no in-service credit

The Office of the Assistant Superintendent for Instructional Services will retain records of RVCSD in-service credit offerings and attendance for at least three calendar years. However, **it is strongly recommended that staff retain photocopies of any documentation they plan to submit for salary adjustments.**

**Note:** In-service credit is not approved for courses/workshops taken during the workday, nor for conferences, etc. for which the district is paying. Workshops eligible for in-service credit must be pre-approved and each must be a cohesive 15-hour workshop, not unconnected shorter workshops. A Request for In-Service form has been developed for approval and documentation of in-service credit as well as attendance at workshops not offered by the Office of Instructional Services. This form is available on [mylearningplan.com](http://mylearningplan.com).

**Inservice:** In-service is a general term which can refer to any number of different workshops offered by the RVCSD, professional organizations, etc. These may/or may not qualify for the 15 hour in-service requirement of a related course for credit that could be applied to salary adjustments. **It is the responsibility of the staff members to obtain pre-approval for in-service that has not been previously approved if they intend to utilize the workshop for salary adjustments.** This is expected to occur before the course is taken, to eliminate any misunderstandings.

If you have any questions please contact the  
Office of the Assistant Superintendent for Instructional Services

687-2400 ext. 4805

Rondout Valley Central School District – Request for Salary Change

**TO:** Superintendent Of Schools

**FROM:** \_\_\_\_\_ **BUILDING** \_\_\_\_\_

This is a request for salary adjustment (From: \_\_\_\_\_ To: \_\_\_\_\_) based on the completion of the graduate and in-service courses listed:

Graduate Course Title	College Attended	Credits Earned	Date Completed	Official Transcripts Attached

In-Service Workshop Title	Sponsoring Agency	Hours Completed	Date Completed	Documentation Attached

I certify that the above courses have been completed and have attached official transcripts and documentation forms.

*Signature of Employee* \_\_\_\_\_ *Date* \_\_\_\_\_

**I have reviewed the above request and accompanying documentation and approve the following salary adjustment:**

**(Specify # of Credits or Degree Change) From:** \_\_\_\_\_ **To:** \_\_\_\_\_

**Signature of the Superintendent of Schools:** \_\_\_\_\_ **Date** \_\_\_\_\_

R:\FORMS\earned salary increase 7.25.06.doc

**RONDOUT VALLEY CENTRAL SCHOOL DISTRICT**  
**ATHLETIC DEPARTMENT**

**COACH EVALUATION FORM**

Coach \_\_\_\_\_ Sport \_\_\_\_\_ Level \_\_\_\_\_ Season \_\_\_\_\_

**KEY:** 1 – Unsatisfactory      2 – Satisfactory      3 – Distinguished      N/A – Not Applicable

- ***Total Average*** (sum of #'s / # of questions) to be rated “satisfactory” overall must be 1.76 or greater.
- A score of “1” given for any category must have supporting documentation describing why a 1 was given.
- Any coach that receives a total score less than 1.76 will be afforded the opportunity to respond to the supporting documentation provided by the administrator, and attach it to the evaluation.

**ADMINISTRATIVE RESPONSIBILITIES**

- \_\_\_\_\_ Cooperates with athletic office regarding preseason paperwork (eligibility rosters, permission slips, and emergency cards).
- \_\_\_\_\_ Communicates with assistant coaches in regards to roles, duties, and expectations.
- \_\_\_\_\_ Abides by all relevant B.O.E. policies, administrative policies, MHAL and Section IX guidelines.
- \_\_\_\_\_ Attends League and Section meetings as appropriate.
- \_\_\_\_\_ Conducts a preseason parent informational meeting.
- \_\_\_\_\_ Recommends scrimmage and game scheduling requests to the athletic office in a timely manner.
- \_\_\_\_\_ Follows proper budget and purchase order procedures.
- \_\_\_\_\_ Effectively supervises game and practice areas, locker rooms, and bus when athletes are present.
- \_\_\_\_\_ Publicizes team and individual accomplishments to the media and school.
- \_\_\_\_\_ Demonstrates care of school facilities and team equipment.
- \_\_\_\_\_ Submits the end of the season summary report to the Athletic Office within two (2) weeks of the end of the season.

**RELATIONSHIPS**

- \_\_\_\_\_ Demonstrates enthusiasm working with student athletes.
- \_\_\_\_\_ Communicates with parents and the Athletic Office.
- \_\_\_\_\_ Establishes and maintains a good rapport with the faculty, administration, and coaching staff.
- \_\_\_\_\_ Builds positive morale and cooperation among coaching staff and student athletes.
- \_\_\_\_\_ Communicates with student athletes’ teachers to check on their academic standing, and sets consequences for athletes in academic jeopardy.
- \_\_\_\_\_ Develops a plan for success for athletes in academic jeopardy.
- \_\_\_\_\_ Supports team and individual accomplishments through written or verbal recognition.

**APPENDIX F**  
**COACH EVALUATION FORM**

\_\_\_\_\_ Cooperates and works collaboratively with the school nurse, athletic trainer, and parents in regards to the physical well-being of the student athlete.

\_\_\_\_\_ Works with coaches at the levels below varsity to help develop athletes.

\_\_\_\_\_ Works with the local community recreation and travel coaches to help develop aspiring young athletes.

### **COACHING PERFORMANCE**

\_\_\_\_\_ **Observation -** Date of Observation: \_\_\_\_\_ Observer: \_\_\_\_\_

\_\_\_\_\_ Conducts themselves in a professional and sportsmanlike manner at all times.

\_\_\_\_\_ Teaches the fundamental philosophy, skills, and knowledge essential to the sport.

\_\_\_\_\_ Teaches sportsmanship and encourages student athletes to have good sportsmanship at all times.

\_\_\_\_\_ Develops a well-organized practice schedule with specific objectives for each practice session.

\_\_\_\_\_ Uses personnel and strategies effectively in games.

\_\_\_\_\_ Praises student athletes for positive performances.

\_\_\_\_\_ Offers constructive criticism to student athletes for poor performances.

\_\_\_\_\_ Maintains effective individual and team discipline at practices and games, and has clear consequences for negative behavior.

\_\_\_\_\_ Provides opportunities for all members of the team to participate, depending on their ability and effort, while maintaining a competitive squad.

\_\_\_\_\_ The performance of the team reflects enthusiasm, a positive attitude, motivation and proper fundamentals.

\_\_\_\_\_ Learns new strategies and coaching techniques in the sport by attending clinics and reading coaching publications.

\_\_\_\_\_ Conducts off season conditioning and training programs to develop the student athlete.

### **ATHLETIC DIRECTOR'S COMMENTS:**

**Supporting Documentation Attached:** YES NO

### **COACH'S COMMENTS:**

**Attached response/rebuttal:** YES NO

Coach's Signature \_\_\_\_\_ Date \_\_\_\_\_

Athletic Director's Signature \_\_\_\_\_ Date \_\_\_\_\_

*\* NOTE: The coach's signature indicates that he/she received the evaluation. \**

Cc: Personnel File