

A G R E E M E N T

Between

BOARD OF EDUCATION  
Huntington U. F. S. D.  
Town of Huntington, New York

And

ASSOCIATED TEACHERS OF HUNTINGTON  
AFT Local 2474

2020 - 2025

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## **PREAMBLE**

WHEREAS, the Board and the Association recognize that providing a high-quality educational program for the children of Huntington Union Free School District, Town of Huntington, is for the benefit of said children and the District as a whole; and

WHEREAS, the Board and the Association recognize that the implementation of such a program depends primarily upon the quality, morale, and input of teaching services; and

WHEREAS, the members of the teaching profession have a special expertise which entitles them to participate in determining policies and programs designed to improve educational standards; and

WHEREAS, the Board has recognized the Association as the exclusive representative of its teaching personnel for purposes of collective negotiations with respect to hours, wages, terms and conditions of employment; and

WHEREAS, the goal of the Board and the Association and the New York Legislature in enacting the Public Employee's Fair Employment Act of 1967 is to "promote harmonious and cooperative relationships between the government and its employees;"

WHEREAS, the parties have as the result of collective negotiations reached certain agreements which they desire to confirm in this Agreement.

NOW, THEREFORE, it is agreed as follows:

## **ARTICLE I**

### **RECOGNITION**

The Board recognizes the Association as the exclusive representative of the employees in an appropriate negotiating unit consisting of professional staff whose positions require certification by the New York State Department of Education excluding the Superintendent and immediate members of his/her staff, all elementary and secondary school principals, assistant principals, administrative assistants, all substitute teachers, department chairpersons, and supervisory personnel at the district level who report to the Superintendent's Office, including but not limited to, Director of Art, and Director of Instructional Technologies, Director of Music, Director of Health, Physical Education and Interscholastic Athletics and Executive Director of Special Education and Student Support Services for the purpose of collective negotiations in the determination of and administration of grievances arising under, the terms and conditions of employment of the employees in the negotiation unit.

Unless otherwise indicated, the employees in the above unit will hereinafter be referred to as "teachers".

## **ARTICLE II**

### **GRIEVANCE PROCEDURE**

**A.** A grievance is defined as:

1. A dispute or difference between an employee in the bargaining unit and the Board which may be processed up to and including Step Two of the Grievance Procedure:  
or
2. A dispute or difference between the parties to this labor agreement as to the application and/or interpretation of the terms of this Agreement, which may be carried to arbitration.

**B.** Who may initiate a grievance?

1. A grievance as defined in A-1 above may be initiated by an employee in the bargaining unit on his/her own behalf.
2. A grievance as defined in A-2 above may be initiated by an employee in the bargaining unit on his/her own behalf. Such a grievance may also be initiated by the ATH, either on its own behalf or on behalf of any employee or group of employees in the bargaining unit.

- C.**
1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise. Both parties agree that these procedures will be kept as informal and confidential as may be appropriate at any level of the procedure.
  2. Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration, and to have the grievance adjusted, provided the adjustment is not inconsistent with the terms of this Agreement and provided further that the Association be given notice of the terms of such adjustment.

- D.**
1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year, could result in irreparable harm to the aggrieved person, the time limits set forth herein will be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.
  2. The grievant may be represented at all stages of the grievance procedure by a person of his/her own choosing, except that he/she may not be represented by a

representative or an officer of any teacher organization other than the Association. When a teacher is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the Grievance Procedure except Step One.

## **STEP ONE**

The grievant, within thirty (30) working days after the act or condition on which the grievance is based or within thirty (30) working days of the time that the grievant should have become aware of the act or condition on which the grievance is based, will first discuss it with his/her principal or immediate supervisor, either directly or through the Association's Building Committee or Representative or in a manner consistent with the above, with the objective of resolving the matter informally.

At the conclusion of the informal conference(s) at this level, and prior to the issuance of a final decision, the grievant shall file a written statement as to the Article grieved, the basis for the grievance and the relief sought.

Decisions rendered at Step One of the Grievance Procedure will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to the grievant and to the Association.

## **STEP TWO**

- a) If the grievant is not satisfied with the disposition of his/her grievance at Step One, or if no decision has been rendered within ten (10) days after presentation of the grievance, he/she may file an appeal in writing simultaneously with the Association and the Superintendent within five (5) days after the decision at Step One, or fifteen (15) days after the grievance was presented, whichever is sooner.
- b) Within ten (10) days after receipt of the written appeal of the grievance by the Superintendent, the Superintendent will meet with the grievant and, if the grievant is not the Association, a representative of the Association, in an effort to resolve it.
- c) Failure to file the appeal referred to in (a) within the time limitations stated therein shall be construed to be an abandonment of the grievance and no further action may be taken thereon by the grievant.

## **STEP THREE**

- a) If, within fifteen (15) days after first meeting with the Superintendent, a mutually satisfactory adjustment or settlement of a grievance is not agreed upon as a result of the successive conferences provided for, then and in that event, the Association may, not later than five (5) working days after the fifteen (15), submit only a grievance, which involves the interpretation and/or application of the terms of this Agreement, to arbitration for determination in the manner

hereinafter provided. Failure to notify the Superintendent of intent to pursue a grievance to arbitration within the time limits referred to herein shall be taken thereon by the grievant.

- b) Within ten (10) days after the Association advises the Board in writing that it will submit the grievance to arbitration, the Board and the Association will agree upon a mutually acceptable arbitrator from a list of arbitrators submitted by the American Arbitration Association. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- c) The arbitrator will confer with representatives of the Board and the Association and hold hearings no later than fifteen (15) days after his/her appointment and will issue his/her decision not later than thirty (30) days from the date of the close of the hearings, or the filing of briefs, if briefs are filed, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her, unless otherwise mutually agreed. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of any act prohibited by law, nor may he/she in any way amend, change or modify the terms of this Agreement. The decision of the arbitrator will be final and binding on all parties.
- d) The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, will be borne equally by the Board and the Association.

#### **E. Miscellaneous**

- 1. Decisions rendered at Steps One, Two and Three of the grievance procedure will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to the grievant and to the Association.
- 2. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be prepared by the Board and distributed to the Association in order to facilitate operation of the grievance procedure.
- 3. All documents, communications, and records dealing with the process of a grievance, will be filed separately from personnel files.
- 4. If a grievance arises involving a member of the Administration at a level above the principal or immediate superior, the grievant shall, within thirty (30) working days after the act or condition on which the grievance is based, or within thirty (30) working days of the time the grievant should have become aware of the act or

condition on which the grievance is based, submit such grievance in writing to the Superintendent directly and the processing of such grievance will be commenced at Step Two.

5. Failure to comply with the time limitations referred to in D-Step One and/or in E-4 above shall constitute an abandonment of the grievance and no further action may be taken thereon.
6. It is understood that if a grievance meeting is mutually selected during the school day, the President of the Association shall be relieved of his/her classes at no loss of pay.



### **ARTICLE III**

#### **NO DISCRIMINATION**

Neither the Board nor the Association will discriminate or take reprisals against any teacher with respect to terms and conditions of employment by reason of his/her membership in the Association or any other employee organization, participation in the activities of the Association or any other employee organization, or initiation or processing of any grievance or complaint under this Agreement.

The Board and Association further agree not to, directly or indirectly by acts of commission or omission, take reprisals in any manner against any member of the staff for any reason whatsoever.

## **ARTICLE IV**

### **PROFESSIONAL RESPONSIBILITIES**

- A. Present practice in respect to ad hoc parent conferences will be maintained except that, for conferences initiated by parents, the teachers will notify the principal of the scheduling of such conferences prior thereto, if possible, on forms to be supplied by the Principal's Office where such conferences appear to be more than routine. Nothing in this section shall in any way prohibit the teachers from arranging a conference with a parent before and after the working day.

There shall be one evening parent/teacher conference grades K-12. Each such conference shall be four hours in length. At the elementary level, the evening conference will be held following afternoon conferences on the same day unless otherwise agreed by the ATH President and Superintendent. The conference shall occur on a date when school is in session and shall consist of a format providing for individual parent/teacher conferences. The conference shall end no later than 8:30 p.m. The District shall provide appropriate security for the evening conference. Teachers with split building assignments shall split conference time between said buildings. All teachers will remain until the end of the scheduled evening conference time for the building.

- B. The building principal, director, or other administrator may require daily lesson plans of teachers which are subject to inspection in the classroom or outside the classroom at the option of the administrators referred to herein, provided teachers are permitted to make copies of any plans prior to their removal from the classroom by the said administrator. In addition, teachers will have plans available for substitutes which shall be similarly available for inspection by the principal, director or other administrator. The word "plans" as used in this paragraph shall be defined as written evidence of a program of instruction and teaching procedures containing materials consistent with the curriculum.
- C. Preparation of grades and other associated professional tasks, which require the teacher's professional expertise, shall be maintained as heretofore. Effective July 1, 2017, the District shall establish e-mail accounts for unit members and, if needed, shall provide appropriate training in using the District's e-mail software. Access to computers for this purpose shall be made available in each building. Acknowledging that some parent/caregivers may prefer to initiate contact with unit members via email, the unit member will respond to such contacts made to them via their District email address, by telephone, or by any other appropriate method as promptly as possible, but within two (2) school days from accessing email. Unit members may, in their reply, invite parents/caregivers to make an appointment to meet with them personally or speak to them by telephone when the subject matter is deemed to be sensitive in nature.

Unit members shall not, in any event, be required to engage in protracted back-and-forth email exchanges with individual parents on the same subject matter, or be required to respond via email that includes time sensitive matters.

Unit members will be expected to check their assigned District email address for messages from the District, building administration, and parents/caregivers on a daily (school day) basis when unit members are in attendance and will be required to respond within two school days upon their return.

The District will ensure the use of appropriate SPAM filters.

All middle school and high school unit member teachers will be required to use the electronic grade book in the District's current student management system, or any other similar replacement system that may subsequently be purchased by the District. All middle school and high school teachers will be required to use the electronic grade book for report cards, test grades and assessments. Middle school and high school teachers shall not be required to maintain a paper grade book in addition to the electronic grade book. Assessments will be entered into the system as soon as practicable after the assessment is graded, but not later than two (2) weeks thereafter. Assessments will include, but are not limited to, tests, quizzes, lab results, grades on homework assignments, projects and any other body of work that contribute to a child's quarterly, semester and/or final grade. A joint labor management committee will be formed to discuss recommendations to the Superintendent regarding the obligation of elementary teachers to post homework on the electronic gradebook or a teacher website. The decision of the Superintendent of Schools as to any recommendation shall be final. The District will provide training in the use of this e-School application.

- D. Attendance at one evening meeting for Back to School Night, Meet the Teacher, or similar meeting shall be considered as part of the professional responsibility of all teachers. A suitable meeting will be designed to enable special teachers to explain their functions; this meeting to be planned jointly by principals, supervisors, the appropriate District Subject Matter Councils and the teachers involved.
- E. Building faculty meetings which extend beyond or start after the teacher's working day, as described and defined elsewhere in the Agreement, may be called by a building principal, by any coordinative or supervisory personnel working at the district level who report to the Superintendent's Office, or by a Department Chairperson/Coordinator. Teachers in the elementary and junior high schools, unless excused by the caller of the meeting, may be required to attend no more than twenty such meetings per year, which will not occur more than three times per month and not normally be longer than one hour, commencing within ten minutes after the dismissal of pupils. Teachers in the senior high school, unless excused by the caller of the meeting, may be required to attend no more than ten such meetings per year, which will not occur more than three times per month and not normally be longer than one hour, commencing within ten minutes after the dismissal of the pupils and, in addition, ten hours of such meetings in one year, each of which may be longer than one hour, commencing within ten minutes after the dismissal of pupils. The first regularly scheduled meeting shall be held on the first Monday of the month. If such first Monday of the month is not a school day, the first faculty meeting of the month shall be held on the first school day after such Monday. Subsequent meetings during the month shall be held on Mondays, except in emergencies, in which event the principal may schedule a meeting on a day other than a Monday. Such subsequent meetings shall be called on notice which shall be distributed to the teachers no later than noon of the day of the meeting. Such notice shall

contain a tentative agenda. The second Monday of each month shall be uniformly free of all such meetings at all schools in order to permit the Association to schedule a general meeting of its own.

- F. Teachers shall have due regard for the safety of pupils. In order to assist with the supervision of students, teachers may be required to supervise corridors during the passing time between classes and subject to the needs of teachers to utilize restroom facilities and respond to the academic needs of students.
- G. Teachers acknowledge that their professional role encompasses a responsibility for supervision of student activities related to the instructional program and of activities designed to meet the school responsibility for developing character, social awareness and personal integrity.

A teacher who chaperones a school-sponsored dance or supervises a school-sponsored interscholastic competition (activities which are not usually course or curriculum related) beyond his/her normal working day shall generally do so on a voluntary basis. Such duties, whether voluntary or non-voluntary, shall be assigned on an equitable basis and the teacher shall be paid extra compensation as stipulated in Article XXXVI.

- H. Any other duties during the teaching day not excluded under Article VI shall be continued as present practice.
- I. Where participation in public performance might be considered a desired outcome of an instructional program or activity, the preparation for and direction of such performance shall be handled in accordance with present practice.
- J. During the first year of employment of a teacher who has not had previous teaching experience, such teacher shall be encouraged to devote a reasonable number of his/her preparation periods to observing classes conducted by more experienced teachers, or to consulting others familiar with classroom problems. Such teacher will further be encouraged to participate in an after-school training program designed to heighten the capabilities of inexperienced teachers.
- K. All probationary teachers shall be required to attend a total of up to 21 hours annually of staff development sessions as developed and determined by the District in consultation with the ATH. For tenured teachers, this obligation shall be up to 13 hours annually. At the option of and to the extent determined by the District, staff development program may be delivered through the Teacher Center. Teachers shall be provided with notice of the staff development sessions each teacher will be required to attend on or before February 1<sup>st</sup> for Fall semester sessions and on or before September 1<sup>st</sup> for Spring semester sessions.

## **ARTICLE V**

### **TEACHING HOURS AND TEACHING LOAD**

- A. The length of the teaching day shall be 7 hours. All teachers shall be required to sign in and sign out at the beginning and end of the teacher day pursuant to a methodology selected by the District. The District will consult with the Association about the initial implementation of this obligation and in the future over the placement and number of any new sign-in/sign-out stations when there is a change in methodology.
- B. All secondary teachers shall have a duty-free lunch period daily equal to one regular class period. Elementary teachers shall have a duty-free lunch period of 40 minutes daily. Notwithstanding this provision and Paragraph F, a shortened period bell schedule can exist at the high school for assembly purposes provided that the high school lunch period shall be no less than 35 minutes on assembly days. All secondary school teachers shall have at least one regular class period of preparation time each school day during which time they shall not be assigned to other duties except in emergency. All elementary teachers in grades 1 to 6 will be provided with a daily preparation period of at least forty (40) minutes during the time the pupils are in school except as provided for in Section C of this Article.

If, however, the principal feels it becomes necessary because of scheduling difficulties, a maximum of two teachers per building may be assigned to an altered preparation period schedule of one day in the week without a preparation period and one day in the same week with two preparation periods.

Those teachers assigned their five preparations over a four-day period of time shall not be so assigned more than once in six years.

Teachers whose weekly schedule contains six preparation periods shall be considered first for the altered preparation period schedule and so assigned if the principal feels it meets the scheduling needs of the building.

They may take this preparation period during a time when a special teacher is in charge of their class, and the teacher has the option of leaving. However, the teacher who elects to remain in his/her class at this time thereby forgoes his/her preparation period. Each kindergarten teacher will be provided with thirty (30) minutes of aide time per day.

The schedules of teachers other than elementary regular classroom teachers may be altered in order to provide for staggered starting and ending times within a building provided however that such altered schedules shall not exceed one period in length or its equivalent.

- C. The work which elementary music teachers perform in connection with glee club and assemblies shall be counted as part of their teaching load, and such teachers shall have the same working day as other teachers in the school or schools in which they are working, including at least a forty (40) minute duty-free lunch period and a forty (40) minute preparation period or vice versa.

- D. In the event that teacher aides are employed in the elementary schools by the Board of Education, they will assist in classroom work and in the library at the option of the teacher involved. If the teacher exercises such option, the teacher aide shall be under his/her direction, supervision and control. The classroom assignment of teacher aides in any building shall be the subject of consultation and discussion with the building committee of that building.

Teacher Aides are not to be interpreted as Case Aides. A Case Aide is an individual assigned as a result of a decision of the Committee on Special Education.

This article will not be invoked in a question about the placement of Special Education students.

- E. If possible, teachers shall meet their classes in a single, designated classroom and shall not have classes scheduled in other rooms.
- F. The standard teaching load of secondary subjects (grades 7-12) shall be five (5) class teaching periods. The standard subject load shall be two subjects per school year and three (3) teaching preparations (defined as a lesson designed for a subject and grade level). The total number of minutes assigned for teaching periods shall be considered in computing the actual number of teaching periods so assigned. It is understood that science teachers will have four (4) class teaching periods and their class-related laboratory work, not to exceed a total of twenty-eight (28) periods per week.

Those science teachers who have twenty-eight (28) such periods per week shall be relieved of homeroom duty and, if possible, the science room of such teacher shall not be used for homeroom purposes. Any additional such periods per week shall be considered to constitute a professionally related activity as provided in Article VI, Paragraph E hereof. Additional assistance will be provided to aid such teachers in such activities as laboratory set-up, clean-up and inventory work.

Any change in the standard teaching subject or preparation load prescribed above shall be by negotiation or subject to the grievance procedure of Article II with the administration to establish the reasonableness of the change under all the circumstances.

The parties agree that, the middle school will be organized so as to provide for a nine-period student day and additional teacher time generated as a result of this organization shall be subject to assignment of the teacher pursuant to Article VI, Paragraph E, Sections 2 through 8. Notwithstanding the above, no teacher shall be assigned an additional duty period pursuant to Article VI, Paragraph E-2, until such time as all available teachers from the staff have been assigned to a first duty period pursuant to this paragraph.

- G. When possible, elementary classroom teachers, including kindergarten teachers and reading teachers, shall not be assigned to more than one building. A reasonable effort shall be made not to assign elementary and secondary teachers to more than two buildings during one day. A reasonable effort will be made to build into the teacher's schedule, a reasonable amount of time, not less than 25 minutes, to travel between buildings. The parties acknowledge that

there shall be no obligation of the District to increase staff, reduce teaching periods at the secondary level, or to further reduce student contact at the elementary level beyond that which existed in the 2016/17 school year. In the event this is not accomplished, the ATH President will be provided advance notice and an explanation of the Administration's reasonable effort.

- H. If possible, special professional personnel shall have an appropriate room and other facilities which permit the effective discharge of their responsibilities to their pupils.
- I. Subject only to the provisions of this Agreement, teachers shall not be required to attend meetings scheduled before or after the teaching day.
- J. At the elementary level during that time before the start of the student day, or after the end of the student day, teachers shall be required to perform professional tasks such as:
  - 1. Meetings with administration, staff, parents, including, but not limited to CSE/IST meetings.
  - 2. In-service or Professional Training (Article XI, Second Unnumbered Paragraph) do not apply in connection with this paragraph.
  - 3. Assistance with the entrance/exit of students to/from school.

The specific professional task to be performed during this professional time will be determined by the building principal. In the absence of such a determination as to any particular professional period, the teacher shall select a task from the above list.

The length of the student day at the elementary level shall be determined by the District. The beginning/end of the student day may be organized so as to provide for 30-minute sessions as follows:

- 1. Tutorial and extra help of students, including the planning, therefore, to the same extent as required in connection with the balance of the work day.
- 2. Enrichment programs developed by the principal in consultation with teachers.

To the extent that the principal selects tutoring, extra help, the time shall be utilized to reinforce/support/reteach material previously delivered in class. However, this limitation shall not apply in connection with the "pre-teaching" of material.

Elementary teachers will be provided the equivalent of four half-days of release time, specifically one half-day per quarter, to be scheduled at the discretion of the administration for the purpose of evaluating benchmark assessments and student growth measures.

At the middle school level, to the extent that an organizational structure provides for a nine (9) period day in accordance with Paragraph F of this Article, teachers'

schedules shall be as follows:

- 5 teaching periods
- 1 lunch period
- 1 preparation period
- 1.75 duty/professional periods to be used interchangeably in accordance with Article VI, Paragraph E of this contract.

To a maximum of two days per week, this schedule may be modified so as to provide a 10<sup>th</sup> period of no more than 24 minutes at the end of the student day. This period shall be utilized for tutorial/extra help/enrichment to the same extent as is required of teachers at the elementary and high school levels as referred to herein. A reasonable effort will be made to limit student load to 10 but in no event will more than 12 students be assigned to a teacher for tutorial/extra help/enrichment. While scheduling decisions remain in the discretion of Administration and shall be final and binding, a reasonable effort will be made to:

Not schedule four or more teaching/study hall/tutorial periods in a row; and

Schedule only one duty/professional period daily as a student contact period (i.e., tutorial, study hall).

In the event either of these is not accomplished, the ATH President will be provided advance notice and an explanation of Administration's reasonable effort. In addition, when requested by the ATH President, the Superintendent agrees to meet with the ATH President to review these scheduling matters.

At the high school level, the teaching day shall be structured as follows:

- 5 teaching periods
- 1 lunch period
- 1 preparation period
- 1.75 duty/professional periods to be used interchangeably in accordance with Article VI, Paragraph E of this contract.

Teachers shall be scheduled 1.75 duty/professional periods.

While scheduling decisions remain in the discretion of Administration and shall be final and binding, a reasonable effort will be made to:

Not schedule four or more teaching/study hall/tutorial periods in a row; and

Schedule only one duty/professional period daily as a student contact period (i.e., tutorial, study hall).

In the event either of these is not accomplished, the ATH President will be provided advance notice and an explanation of Administration's reasonable



effort. In addition, when requested by the ATH President, the Superintendent agrees to meet with the ATH President to review these scheduling matters.

- K. In addition to any other reference to tutorial or extra-help services referred to in this contract, teachers grades K-12 shall be required to provide extra help services to students at no additional compensation once per week for 40 minutes after the end of the teacher work day.

Students may be assigned to such services by the teacher or building administrator.

Said assignments shall be Monday through Thursday only.

Subject to the District's right to ensure that 25% of the staff in each department is available for extra-help each day, conflicts between teachers as to the day on which assignments will be served will be resolved on the basis of seniority.

Teachers may make application to the building principal for permission to provide the extra help referred to in this paragraph before the beginning of the teachers' day which may be granted at the discretion of the principal.

## **ARTICLE VI**

### **FREEDOM FROM NON-PROFESSIONAL TASKS**

The Board and the Association agree that a teacher's primary responsibility is to teach and that his/her energies should be utilized to that end. Accordingly, they stipulate as follows:

- A. Teachers shall be relieved of supervision of cafeterias, lavatories, and lunchtime playground duty. It is understood that, while aides are responsible for the performance of these non-professional tasks, and the administration has supervisory responsibility for school aides, teachers naturally will give professional assistance to the school aides and monitors when needed in special situations.
- B. Teachers shall not be required to perform clerical functions such as keeping registers and duplicating instructional materials, provided that the teacher gives reasonable prior notice to the clerical staff of the need for such materials. Present practice will be maintained in respect to taking inventories of books and materials and scoring standardized tests.
- C. Teachers will not be required to drive pupils.
- D. Teachers are responsible for the preparation of materials for classroom use. Clerical help will be provided so that such materials may be prepared with the understanding that the teacher provide reasonable notice to the clerical staff.
- E. Professional or Duty Period

It is understood and agreed that, at the secondary level, professional/duty periods referred to at Article V, Paragraph J, will be used by teachers for the following activities assigned by the principal:

- 1. Individual or small group tutorial work or enrichment and the planning therefore on a scheduled basis for the teacher's student and/or other students in the department.
  - a) The group shall not exceed six students.
  - b) The determination of the students who shall receive such tutorial assistance shall be made by the principal or his/her designee.
  - c) Teachers may request assignment to do tutorial work on a daily basis. At his/her discretion the principal may approve such request.
  - d) No teacher shall be assigned to more than one (1) period per day for tutorial/enrichment.
- 2. As to those duty/professional periods when teachers are not assigned to tutorial/enrichment pursuant to subparagraph 1 above, they may be assigned by the

building principal to the following:

- a) Hall duty
  - b) Study hall duty
  - c) Professional meetings including, but not limited to department, team, CSE, SRT and IST meetings
  - d) Parent conferences
  - e) Teacher mentoring
  - f) Student advisorships
  - g) Curriculum development projects
  - h) Review textbooks and other materials
  - i) Assist in development of IEP's, FBA's and BIP's
  - j) Teacher preparation
  - k) Student testing
  - l) On days when a teacher is not assigned to tutorial/enrichment, in lieu of hall duty or study hall duty, a teacher may request that he/she perform teacher- directed activity, as defined as an offering approved by the principal and containing a minimum enrollment of 22 students for the period, and meeting every day in an assigned room. If the number of students assigned to the teacher directed activity falls below 22, the teacher-directed activity is subject to cancellation by the principal
  - m) As an alternative to a tutorial/enrichment, teachers could request to be assigned to the classroom or another teacher in the department to assist in the delivery of instruction. Final authority as to this alternative assignment shall rest with the building principal.
  - n) Student Testing
3. To the extent that the principal does not assign a teacher to a professional task in accordance with this paragraph, during a specific duty/professional period, the teacher shall select a specific task from the above list. Tutoring shall be utilized to reinforce/support/reteach material previously delivered in class. However, this limitation shall not apply in connection with the "pre-teaching" of material.
4. Students assigned to a teacher's tutorial shall be from subjects currently being taught by the teacher. In addition, the District shall make a reasonable effort to assign a teacher's own students to said tutorials. Such assignments, however, shall be subject to review by the Superintendent only and shall not be otherwise subject to the grievance machinery of the contract.
5. No formal observations shall be required in connection with the tutorial/enrichment assignments referred to at subparagraph 1 above. A rubric for observation and evaluation will be determined by the Superintendent of Schools or his designee in collaboration with teachers.
6. The parties agree no full-time teacher employed as of June 30, 2004 shall be excessed, or reduced to part-time as a result of the delivery of AIS services to students during tutorials pursuant to this Article or Article V, Paragraph J of this contract.

7. The parties agree that the programs for tutorial/enrichment referred to above will be evaluated annually by the Superintendent of Schools and/or his designees in consultation with ATH.
8. In-service or professional training: Article XI does not apply in connection with such in-service or professional training.

## **ARTICLE VII**

### **SCHOOL CALENDAR**

The school calendar for teachers shall consist of 183 days. The school calendar shall be determined by the Board of Education after consultation with the Associated Teachers of Huntington. In the event the number of student school days falls below 180, the Board shall have the option of changing the calendar to bring the number of days for students to 180. At the elementary level, K-6, the last two (2) days of school shall be shortened by 2-1/2 hours per day for students in order to allow teachers to complete end of year activities. During the life of the contract, the Board shall continue to schedule elementary parent conferences as in the past.

Notwithstanding any provision of this contract or past practice, in the event schools are closed due to weather/other emergency or early dismissal for students/teachers for any reason that results in the District not qualifying for State Aid, the District may adjust the calendar/schedule so as to ensure the calendar provides for the minimum number of days necessary to qualify for State Aid. The District will provide notice to the Association and an opportunity to be heard on whether an adjustment is necessary. The adjustments set forth above shall be subject to consultation with the Association.

In the first year of employment, teachers shall be required to attend two additional orientation/development days without additional compensation. Attendance on these days shall be a condition of employment as to all new employees.

## **ARTICLE VIII**

### **PROTECTION OF TEACHERS**

- A. If a teacher is assaulted in connection with his/her employment, he/she shall immediately give the Superintendent written notice of that fact. The Superintendent shall transmit such report to the Board forthwith. The Board and the Superintendent shall comply with any request from such teacher for information in their possession relating to the incident or the persons involved and will otherwise cooperate with the teacher in the event of a civil or criminal proceeding.
- B. If criminal or civil proceedings are brought against the teacher alleging that he/she committed an assault in connection with his/her employment, the Board will, upon his/her request, provide legal counsel to defend him/her in such proceeding. In the case of a criminal proceeding in which the teacher is found guilty, the teacher shall reimburse the Board for such expenditures as it may have made in providing him/her legal counsel.
- C. The Board agrees to save harmless and protect teachers from financial loss and will provide for their defense arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person within or about the school building, provided such teacher at the time of the accident or injury was acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the Board, pursuant to the procedures set forth in Section 3023 of the Education Law.
- D. Whenever a teacher is absent from employment and unable to perform his/her duties as a result of personal injury occurring in the course of his/her employment for which he/she is eligible to receive Worker's Compensation payments, he/she will be paid full salary for the period of absence, less the amount of any Worker's Compensation award made for disability due to said injury. No part of such absence will be charged to his/her annual or accumulated sick leave. Effective July 1, 2022, the receipt of full salary shall be limited to six school months after which authorized absences shall be chargeable to sick leave entitlement (any teacher currently on worker's compensation beyond six months shall have full salary cease effective November 30, 2022, after which authorized absences shall be chargeable to sick leave). The Board may request a reasonable number of physical examinations, at its expense, by a doctor selected by the teacher from a list of three qualified doctors selected by the Chief of Staff of Huntington Hospital.
- E. The Board will provide protection of teachers by reimbursement for cost of replacing or repairing dentures, eyeglasses, etc., not covered by Worker's Compensation, destroyed or lost as the result of an injury sustained in the course of his or her employment.
- F. The Board will provide reimbursement for repair or value, whichever is less, of clothing and personal effects damaged or destroyed during the course of an incident to employment, provided loss is not caused by negligence of the claimant. Personal effects do not include automobiles and/or other vehicles.

## **ARTICLE IX**

## **TRANSFERS**

### **A. Voluntary Transfers**

1. Not later than April 15th each year, the Superintendent shall cause a list of known vacancies which will exist at the start of the following school year to be posted in all school buildings with notice to the ATH.
2. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another school building shall file a written statement of such desire with the Superintendent or a designated person in his/her office **not later than February 15**. Such statement shall include the grade and/or subject to which the teacher desires to be assigned and/or the school building or buildings to which he/she desires to be transferred. Where such request contains a multiple choice, the grades, subjects, or schools shall be listed in order of preference. Teachers shall have the option of talking to the principals involved. All such requests shall have a written reply.
3. No later than May 5, teachers may file applications for grade and/or subject assignment or building transfer to vacancies listed.
4. A teacher declared in excess in one school shall have preference in filling a vacancy in a comparable position in another school.
5. Not later than September 1, the Superintendent shall cause to be prepared a schedule or other appropriate presentation of system-wide data including all new positions for the coming year, vacancies and existing positions filled for the coming year, the names of persons reassigned, transferred and newly appointed and the positions they have been given. Such schedule or presentation shall be made available for inspection by the Association, by teachers who have filed applications for reassignment or transfer, and by any other teacher who may request an inspection.
6. The following principles shall be considered in filling vacancies in existing or new jobs within the bargaining unit by reassignment or transfer:
  - a) Individual qualifications
  - b) Instructional requirements
  - c) Staff availability and experience mix
  - d) Where the foregoing factors are substantially equal, the preference in assignment or transfer shall be given to the incumbent applicant with the greatest number of years of service in the Huntington School System, provided that it is understood and agreed that the Board's policy is to obtain the most qualified applicants from all available sources.

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

1. When involuntary transfers are necessary, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service in the Huntington school system will be considered, together with instructional requirements and staff availability, in determining which teacher is to be transferred. The Board, in exercising its right to transfer involuntarily a specific teacher because of the need for that teacher in another location/position, must provide notice under normal circumstances by June 15th. The Board, in exercising its right to transfer involuntarily a specific teacher where such teacher does not satisfy the Board in his/her present position, must provide notice under normal circumstances by June 15th. Such transfers shall not be made in an arbitrary or capricious manner.

When involuntary transfers or reassignments are necessary because of a reduction in the number of classes, volunteers will be solicited first from within the grade level and/or department. However, the Board shall not be obligated to transfer said volunteers as a precondition to involuntary transfers pursuant to this paragraph. Such transfers shall not be made in an arbitrary or capricious manner.

2. An involuntary transfer will be made only after a meeting between the teacher and the principals involved, at which time the teacher will be notified of the reasons for the proposed transfer.

In the event that a teacher objects to a transfer at this meeting, the teacher may appeal to the office of the Superintendent; provided that the Association shall have the opportunity to represent the teacher at a meeting with the Superintendent or his/her designee if the teacher requests such representation.

3. Teachers who are involuntarily transferred will be transferred only to a substantially equivalent position. The term "substantially equivalent position" is construed to mean the same grade or grades previously taught or as close thereto as possible at the time of the transfer, and in no event outside the teacher's area of certification.
4. No one teacher will be subject to excessive involuntary transfer as compared to the others in his/her grade.

- C. No teacher who is transferred shall, by reason thereof, lose his/her tenure status.
- D. All vacancy notices shall be sent to subject matter councils.



## **ARTICLE X**

### **DEPARTMENT ORGANIZATION**

- A. Ten days prior to the end of the school year the principal shall give written notice to each teacher in each department of his/her assignment for the following school year.
- B. In September the principal or his/her designee shall post the department schedule for each teacher in each department.
- C. In scheduling classes, the principal or the department chairperson/department coordinator, subject to the approval of the principal shall, considering student needs and teacher abilities, honor the preference of each teacher in his/her department; provided, however, that an equitable distribution of "X, Y and Z" classes (or classes of special difficulty) shall be made.
- D. Clerical assistance.

The Superintendent shall be authorized to hire additional temporary clerical assistance during peak periods. The Department Coordinator shall request this additional assistance through the Principal. Present clerical employees shall be assigned to each academic department.

## **ARTICLE XI**

### **PROFESSIONAL DEVELOPMENT**

Credits for educational advancement on the salary schedule shall consist of graduate level credits from an accredited institution provided the courses are directly related to the department curriculum and course of study taught by the teacher, (including courses whose focus is appropriate instructional practice, approaches and strategies and new instructional technology) and are approved in advance by the Superintendent or his/her designee. Notwithstanding the provisions of the 3<sup>rd</sup> paragraph hereof to the extent it refers to universities offering post-graduate degrees, NYSUT Effective Learning Trust courses shall also be considered as graduate courses pursuant to this paragraph provided they are directly related to the department curriculum and the course of study of the teacher as required by this paragraph.

Credits may be accrued with inservice credits to a maximum of six such credits per lane movement and in any event, to a total maximum of 20 such credits during the term of a teacher's employment. All inservice credits must be approved, in advance, by the Superintendent or his/her designee. No inservice credits may be used to advance upon the salary schedule up to and including the MA column.

All graduate courses must be accepted by the university offering same toward a post-graduate degree. No correspondence or video courses shall be accepted.

Lane movement pursuant to this article shall only be permitted effective the September after the District is provided with acceptable proof of satisfactory completion of sufficient courses to qualify for such movement.

No credit shall be granted for lane movement purposes in connection with courses determined by the Superintendent to be substantively duplicative of courses previously taken.

## **ARTICLE XII**

### **CLASS SIZE**

Class size in the elementary schools - grades 1-6, shall be twenty-five (25) as a district-wide average. The average shall be determined by dividing the total number of elementary students by the total number of elementary classroom teachers, excluding specials (music, art, gym).

Class size for the major subject areas in the junior/senior high schools shall be twenty-five (25) as a district-wide average.

## **ARTICLE XIII**

### **INSURANCE BENEFITS**

The Board shall provide the following insurance benefits for all teachers covered by this Agreement:

#### **A. Empire Plan**

The Board will contribute 85% of the cost of the premium for the individual plan for Empire Blue Cross and Major Medical, and 85% to the cost of premium for the family plan. Effective July 1, 2022, the Board will contribute 84% of the cost of premium for individual/family plans. Effective July 1, 2023, the Board will contribute 83% of the cost of premium for individual/family plans. Effective July 1, 2024 the Board will contribute 82% of the cost of premium for individual/family plans. As to employees hired effective July 1, 2013 and thereafter, the Board's contribution to the cost of premium shall be 80% for individual/family plans.

The District may offer health insurance plans alternate to the NYSHIP Empire Plan to the extent authorized pursuant to the rules of NYSHIP. Teachers who voluntarily select such alternate plans shall receive contributions to the cost of coverage in a dollar amount equal to the District's obligation had that teacher selected the Empire Plan referred to above.

Any unit member shall have the option of dropping his/her health insurance coverage or changing said coverage from the family to individual coverage. The exercising of the option referred to above shall be subject to the rules and regulations of the district's health insurance provider. A unit member who exercises this option shall receive an amount equal to 50% of the District's share of the cost of premium for said coverage based upon the 2017 NYSHIP rate. In no event, however, shall this payment fall below 30% of the District's share of the cost of premium based upon the then current NYSHIP rate. The following conditions apply:

1. The unit member must notify the district no later than October 1st of each school year of his/her decision to change insurance coverage.
2. A unit member who has exercised his/her option of dropping or changing coverage as referred to herein may not re-enter the health insurance plan or coverage unless the district is notified on or before October 1st of each school year. Re-entry after October 1 shall be permitted only subject to the rules of the health insurance provider.

Any employee who wishes to re-enter after October 1 may do so in accordance with the rules of the plan.

Re-entry or change of coverage shall also be subject to the rules and regulations of the district's health insurance provider.

Payment to the unit member as referred to herein shall be made in two equal

installments; the first being on the first pay period in January and the second being on the last pay period in June.

The Board will contribute to the cost of the premium for the family and individual plans for Empire Blue Cross and Major Medical as to a retiree, to the same percentage as was paid during the last year of the retiree's employment.

**B. Dental Insurance**

The Board will contribute 80% of the cost of the premium of the Hartford Insurance Company Dental Plan or its equivalent.

**C. Group Term Life Insurance**

The Board will make available to the teachers a group term life insurance policy with accidental death and dismemberment benefits in the face amount equal to the annual salary of each teacher as set forth in his/her contract rounded off to the nearest \$500. The Board shall pay 75% of the premium for such insurance.

**D. Income Protection Insurance**

The Board will provide a payroll deduction under the NYSUT Plan for income protection insurance.

**E. Flexible Benefits Plan**

The Board will participate in a menu type Flexible Benefits Plan pursuant to Section 125 of the Regulations of the Internal Revenue Service.

**F. Employee Assistance Program**

The District shall participate in an Employee Assistance Program (EAP), the total annual cost of which shall not exceed \$10,000.00 for all employees of the District.

## **ARTICLE XIV**

### **TAX-SHELTERED ANNUITIES**

The Board of Education shall accept applications from interested members of the professional staff for reduction in or deduction from the contract salaries, the amount of such reductions to be remitted to a tax sheltered program per 403b of the IRS Code.

The Board will authorize an active list of tax sheltered carriers. These tax sheltered carriers who, in accordance with the requirements of section 403b of the Internal Revenue Code of 1954 as amended, will be mutually acceptable to both the Board and the ATH. The Board may require a save-harmless from these companies.

In the event that the ATH wishes to add additional carriers to the active list, they may do so with the proviso that the district receive ten (10) approvable employee applications to use the tax sheltered program of the proposed carrier.

Any participating member shall have the right to change, add or delete carriers and change tax sheltered contributions once a calendar year on the following dates:

- . September 15 (for October 1 pay deduction)
- . December 15 (for January 1 pay deduction)
- . March 15 (for April 1 pay deduction)

## **ARTICLE XV**

### **SICK LEAVE**

#### **A. Sick Leave**

1. Teachers may use or accumulate 15 sick days a school year. Up to two of said days may be used as half-days (four half-days) annually. Any days not used shall accumulate without limit. A teacher may use all of his/her accumulated days without loss of pay for personal illness. A teacher may use no more than 45 working days during the school year because of serious illness in the family or serious illness of a nearest relative, without loss of pay. For the purpose of this provision, family and nearest relative shall mean husband, wife, children, father and mother, brothers and sisters, grandfather and grandmother, father-in-law and mother-in-law, grandchildren, brother-in-law and sister-in-law, son-in-law, daughter-in-law and any other members of the household of which the teacher is a part.
2. A doctor's certificate for proof of illness shall be required for (a) any illness of more than five consecutive days; (b) for a non-tenure teacher, covering each day beyond regular sick leave entitlement.
3. After the above referenced sick leave days have been exhausted, the employee with tenure, or three years of service shall be entitled to receive extended sick leave and shall be paid 2% of his/her monthly salary multiplied by the number of years of service in this district, plus \$100 per month for the months in which he/she is ordinarily paid. No teacher shall receive this extended sick leave for more than one school year in any one consecutive five year period.

Half-day sick days accumulated prior to June 30, 1992, shall be converted to full-day sick days on a 2 for 1 basis and may be used in accordance with paragraph A(1).

#### **B. Sick Leave Bank**

To assist members of the unit who suffer prolonged illnesses (due to illness and/or accident or extenuating circumstances) beyond their accumulative and service days accumulation, as provided under A.1 above, a sick leave bank shall be maintained. At the conclusion of each school year, the Sick Leave Bank shall consist of any unused days from the previous year plus another 100 days provided by the District with the understanding that the total accumulated sick days in the Bank shall not exceed 200. In the event the number of days in the Bank falls below 50 during the course of any year, the Administrators of the Bank may solicit teachers, each of whom may contribute up to one additional day.

To become eligible for Sick Leave Bank days, a teacher must deplete his total cumulative and service year sick leave.

The bank shall be administered by a Teacher Sick Leave Bank Committee consisting of four

members, all of whom shall be appointed by the ATH.

All requests for days from the Bank shall be submitted to the Committee whose decision in granting or rejecting the request, in whole or in part, shall be final.

All Committee proceedings shall be confidential. The Committee may request such information as may be required from an individual teacher, or from the parties to this Agreement.



## **ARTICLE XVI**

### **OTHER LEAVES OF ABSENCE**

#### **A. Death in the Immediate Family or of Nearest Relative**

1. A maximum of five days without loss of pay will be allowed for absence due to a death in the immediate family, or of nearest relative. Such a leave shall be taken within the seven days following such death. For the purpose of this provision, immediate family or nearest relative shall be defined as follows: husband, wife, children, father and mother, stepfather and stepmother, brothers and sisters, grandfather and grandmother, father-in-law and mother-in-law, grand-children, brother-in-law and sister-in-law, son-in-law, daughter-in-law and any other members of the household of which the teacher is a part. Effective July 1, 2022 and thereafter, death as referred to herein shall include a teacher's or spouse's miscarriage.
2. In the case of the death of more distant relative or close friend, absences shall be permitted under the personal leave provisions set forth below.

#### **B. Birth in Immediate Family**

One day shall be permitted for absence with pay due to a birth in the immediate family. For the purpose of this provision, immediate family shall be defined as the teacher's wife.

#### **C. Personal Leave**

1. A maximum of four days per year (non-cumulative as personal leave) shall be allowed with pay for the discharge of important family, legal and religious responsibilities that cannot be handled outside of regular work time, or for other personal accident emergencies. Three days may be used for family, legal, religious or personal accident emergency. As to the other day, the teacher must indicate one of the reasons below. The said other day may be used for any of the following only. For this day, the teacher may be asked for verification of these reasons:
  - house closing
  - court appearance (if not defendant in criminal case)
  - tax audit
  - pre-trial hearing
  - arrest
  - arrest of family member
  - wedding of family member
  - graduation of child, parent, sibling, spouse, nearest relative
  - funeral of nearest relative or close friend as provided in A.2
  - emergency arrangement for nursing home, hospital, etc.
  - emergency repairs that require immediate attention such as heating, plumbing, vandalism or burglary

- robbery or theft
  - fire in the home or on the property
  - emergency transportation problems
  - religious occasions
2. All teachers are required to give reasonable notice to their principal in advance of such leave and state on a written form the generic reason for which the leave is to be taken.
  3. Although not cumulative as personal leave, personal days not taken each year will be added to a teacher's accumulated sick leave entitlement.
  4. Notwithstanding the above, personal leave shall not be authorized on days immediately before or after a holiday absent advance written permission from the Superintendent of Schools. Similarly, teachers shall not be authorized to take two or more personal days in succession absent advance written permission from the Superintendent of Schools. Teachers shall be required to submit written application to the Superintendent of Schools for such leave providing specific reasons for the requested absence. Applications may be granted by the Superintendent of Schools in his/her sole discretion.

#### **D. Public Obligations**

Teachers shall be permitted to have time off with pay which is necessary for the purpose of performing jury duty, giving testimony in court and performing other public duties, obligations or services, provided that leaves for such public duties, obligations and services are subject to the approval of the Superintendent.

#### **E. Professional Purposes**

1. Employees may be excused for absence to attend educational visitations, conferences, trips or meetings without loss in salary or accumulated sick leave, provided the principal and superintendent approve such absence in advance. This shall apply to conferences and activities of one day's duration for which no reimbursement of expenses is expected. (For regulations governing conferences, travel, etc., necessitating more than one day's absence and for which reimbursement is expected, see Professional Conferences.)
2. Educational visitations, conferences, trips or meetings for which teachers expect reimbursement for necessary expenses must be approved in advance by the Board. Written application for such approval shall be made on forms prescribed by the Board, together with supporting receipts and pertinent documents.

Mileage reimbursement for transportation by personal automobile will be made at the allowable IRS rate.

#### **F. Professional Conferences**

Teachers who are designated by the Association to attend conferences of the New York State United Teachers, the American Federation of Teachers, and other conferences of recognized professional value shall be granted such leave with pay as is necessary in order to discharge their obligations as delegates to such conferences. Such leave shall not be charged against sick leave. The number of such delegates shall not exceed four (4) each in the case of the Annual New York State United Teachers meeting and the New York State Teachers Retirement System meeting. Teachers may also be excused to attend educational visitations, conferences, trips, or meetings without loss in salary or charge against sick leave provided that the principal and Superintendent approve such absence in advance.

#### **G. Military Obligations**

Teachers who are obligated to fulfill two weeks' annual duty in the Armed Forces reserve units should arrange this duty during vacation periods, if possible. Leave during the school year without loss of pay will be approved by the Superintendent under extenuating circumstances and provided that it is due to reasons beyond the control of the teacher.

#### **H. Other Absences**

1. When a teacher is absent for any reason, the principal should be notified in time sufficient to secure a substitute teacher. Such notification should take place at least one hour prior to the opening of the school day.
2. It is understood and agreed that all reasonable effort will be made by teachers to get to school on days of bad weather.

#### **I. Requests for Absence at Beginning or End of School Year**

Absence of staff members at the opening or closing of the school year causes serious difficulty to the operation of the school system. Therefore, staff members are encouraged to plan study or travel which will permit their being present at those critical times. Exceptions to this policy will be granted in extreme cases. Among factors which will be considered are whether the purpose of the leave is connected directly with the educational program of the district; whether similar programs are available during vacation periods or whether use of air transportation or choice of a nearer institution will avoid the necessity for absence.

- J. The amount of salary loss for each day of any absence not covered by any of the above set forth provisions shall be determined by dividing the teacher's annual salary by 200.

## **ARTICLE XVII**

### **EXTENDED LEAVES OF ABSENCE**

#### **A. Professional - Public Service**

A leave of absence for one year without pay may be granted after three successive years of full time service for temporary employment in the interest of public service or professional growth. This leave should be for a full school year except in unusual circumstances.

#### **B. Child Care Leave**

Child care leave up to a maximum of twelve (12) months without pay shall be granted to any probationary teacher and a maximum 24 months for any tenured teacher.

1. During the first year of birth in the family, or
2. During the first year of adoption of a child under the age of six.

The exact dates will be arranged, if possible, to coincide with the beginning of a semester. Child care leave may be granted for a second twelve months for probationary teachers and a third 12 months for tenured teachers at the discretion of the Board of Education. No teacher shall be allowed more than 5 consecutive years of unpaid leave of absence pursuant to this paragraph irrespective of the number of births or adoptions.

#### **C. Military Leave**

In cases where teachers are called to duty in the Armed Forces of the United States, their rights and benefits are protected by Federal and State law. Upon returning to their former position, they will be given credit for the period of such service as if they had remained in their position in the district. Upon notification of call to service, the teacher must immediately notify the Superintendent of Schools.

#### **D. Health**

Leaves of absence without pay of up to two years' duration may be granted for reasons of personal health to teachers on tenure.

#### **E. Peace Corps, Vista, Teacher Corps, Exchange Teacher**

Such leaves may be granted for one year or more, if necessary, to meet the minimum requirements of the program.

#### **F. Professional Association**

The President of the Associated Teachers of Huntington or any other teacher elected to office in New York State United Teachers or American Federation of Teachers shall, upon

request, be granted a leave of absence without pay for one year or two years.

**G. Political Office**

A leave of absence without pay may be granted to any tenured teacher for one year or more depending upon the circumstances to campaign for, or serve in, any public office.

**H. Miscellaneous**

Any teacher on an extended leave of absence shall, in the event that he/she exercises his/her right to return at the end of such leave, be entitled to return to a position in the district substantially equivalent to the one he/she held prior to going on leave.

Group health insurance and group term life insurance may be continued if the employee assumes full cost.

**I. Notification of Intent to Return**

A teacher availing himself/herself of any of the extended leaves provided in this Article shall, on or before **February 1** of the year of his/her leave, notify the Personnel Administrator in writing of his/her intent to resume his/her services to the district at the beginning of the next school term. Failure to notify the Assistant Superintendent for Administration of such intent to return by February 1 shall release the district from its commitment to hold a position open for such teacher.

**ARTICLE XVIII**  
**TEACHER EVALUATION**

**A. Non-Tenured Teachers**

1. Observation of first year teachers should be for help as well as evaluation. Observations should occur at least four times for each new teacher.
2. Written observation reports, including suggestions for the improvement of teaching, shall be on file with the principal and available to the non-tenured teacher during his/her probationary term.
3. Non-tenured teachers employed prior to the opening of the school year will be notified of termination of employment not later than **May 1st**. Nothing contained herein shall prohibit a later date of notification based upon actions which, had they occurred prior to **May 1st**, would have constituted a basis for dismissal.

**B. Tenured Teachers**

A teacher shall at all times be given the opportunity of having a representative of the Association present at meetings or hearings where he/she may be reprimanded, warned, disciplined, or deprived of monetary or professional advantage for any alleged infraction of rules or other alleged delinquency in professional performance.

- C.** No tenured teacher shall be disciplined, reprimanded, reduced in rank or compensation, suspended, demoted, transferred, terminated or otherwise deprived of any professional advantage without just cause. In no case shall this be done publicly unless so requested by the teacher. Any such action, including a violation of professional ethics asserted by the Board or any agent thereof, shall be subject to the grievance procedure set forth in this Agreement, provided that in the case of a non-tenured teacher, termination shall not be grievable.

**D. 3020(a) Proceedings**

1. A teacher against whom charges have been filed pursuant to Section 3020(a) of the Education Law shall receive the regular full pay to which he/she would otherwise be entitled pursuant to Article XXIX for a period of four calendar months commencing from the date he/she is served with such charges. During the fifth and sixth calendar months, such pay may be reduced by one half. Thereafter, such suspension may be without pay.

If the teacher is not terminated as a result of the charges filed against him/her, whether by recommendation of the hearing panel or as the result of an appeal as provided in Section 3020(a), Paragraph 5, he/she shall be repaid any salary withheld pursuant to Paragraph 1 above, less any earnings had during this period from his/her employment

status with the district or any new employment assumed during the period of suspension.

2. In order to complete 3020(a) proceedings as soon as possible, the parties shall choose several teacher, school board, and impartial panelists which shall constitute the pool from which the parties shall select panelists for any proceeding. The parties shall choose panelists for the pool who are willing to make time commitments to make themselves available to start the proceeding within thirty (30) days of their appointment and to schedule consecutive hearing days.

It is incumbent upon the district to commence its case within thirty (30) days of service of the charges upon the teacher or as soon thereafter as the panel is convened and ready to start hearings.

In the event the panel is prepared to commence the hearing within such thirty (30) days, and the proceedings are not commenced because of the district's failure to start its case, then the resulting days of delay beyond the thirty (30) days from the teacher's receipt of the charge shall automatically enlarge, day-for-day, the period of time during which the teacher shall receive full pay.

The district shall indicate the number of days needed to complete its case, and they shall be scheduled consecutively to conclusion, subject to the availability of the impartial and the teacher-designated panelist.

#### **E. Observation**

1. **Elementary Schools:** Teachers shall be observed by the principal and have the option of having peers view his/her classroom procedure for the purpose of helping instruction.
2. **Secondary Schools:** Teachers shall be observed by a building administrator or department chairperson or district supervisor and have the option of having peers view the classroom procedure for the purpose of helping instruction.
3. No more than one observer should be in a classroom at one time except that up to two observers may be in a classroom at one time for probationary teachers and tenured teachers who have received an ineffective annual professional performance review.
4. **Procedure:** Following an observation, the observer shall meet with the teacher within five (5) days to discuss the lesson. The observer may submit a written report of the lesson. (See exception A-1 this Article).
5. Notice of announced observations will be provided at least three (3) days prior to the visit.

6. For announced observations, the pre-observation conference will take place no more than two (2) school days prior to the scheduled observation.
  7. At least one observation per year shall be announced pursuant to the provisions of this section. A determination to dispense with an announced observation, in rare and unique circumstances, shall occur only after consultation with ATH.
  8. There will be no pre-observation conference prior to unannounced observations.
  9. The post-observation conference will take place within five (5) school days of the observation.
  10. The observation report will be given to the teacher within ten (10) school days of the post-observation conference.
  11. The teacher must return the signed report and any attachments within ten (10) school days of receipt. If not returned within this time period, the report will be placed in the teacher's file unsigned and no response or rebuttal will be accepted.
  12. A subsequent observation for a given teacher cannot take place before that teacher has receipt of a report from the prior observation.
  13. The yearly evaluation of a teacher must include an evaluation by an appropriate subject matter specialist or building administrator. Said evaluation shall include classroom observations by the subject matter specialist or building administrator.
  14. All monitoring or observation of the work performance of a teacher shall be conducted openly and with the full knowledge of the teacher. The use of eavesdropping, public address or audio systems, hearsay evidence, and similar surveillance devices shall be strictly prohibited.
  15. A reasonable effort will be made not to conduct observations during the first 15 days of September and during the month of June. In the event this is not accomplished, the ATH President will be provided advance notice and an explanation of the Administration's reasonable effort.
- F. Every teacher shall have the right to see and sign all material placed in his or her individual personnel folder, with the sole exception that all pre-hire material, both documents and letters, shall be treated as confidential; each such paper shall be conspicuously numbered, and a corresponding number inserted on a log which shall be kept in such file. As to this material, the teacher shall have the right only to see letterheads or other identifying marks, the numbers and the dates, and the log entries. The teacher shall also have the right to submit a written answer to all post-hire material, and his/her



answer shall be reviewed by the Superintendent and included in the file material.

## ARTICLE XIX

### TEACHER RECRUITMENT

- A. 1. Only professionally qualified candidates shall be considered for hiring.
2. When there is an opening for a full-time position, it shall be filled by a full-time teacher and not split among part-time teachers. For the purpose of this paragraph, a full-time position is defined as follows:

In the elementary schools, a position for a full-time classroom teacher within the building.

In the secondary schools, a position for a full-time classroom teacher within the building and within a particular subject area in a department.

- B. It is the goal of the Association and Board to have each teacher hold a valid New York State certificate in the area in which he/she will function. The Assistant Superintendent for Administration will systematically review each probationary teacher's progress toward this goal. If the certificate is provisional, the teacher must meet permanent certificate requirements within the period stipulated by the New York State Education Department.

C. **Interviews**

1. (a) **Elementary Classroom Teachers:** A candidate screened by the Central Administration will be interviewed by the principal and one or two teachers of the appropriate level (primary or intermediate) selected by the Associated Teachers of Huntington from teachers of that level from the school.
- (b) **Elementary Special Teachers:** A candidate screened by the Central Administration will be interviewed by the principal, the appropriate district subject matter supervisor, and one teacher selected by the Associated Teachers of Huntington selected from that discipline.
2. **Secondary Teachers:** A candidate screened by the Central Administration will be interviewed by the principal, department chairperson/department coordinator or the appropriate district subject matter supervisor, and one or two teachers selected from that discipline.
3. Where a candidate does not receive the recommendation of the whole committee, each opinion may be submitted to the Superintendent who shall make the judgment.

When the interviews have been completed, each person who has interviewed the candidates may submit a written report to the Superintendent listing all the candidates in the order of his/her recommendation preference, stating the reason or reasons for such preference.

4. In an emergency the interview will be conducted by the best means available to the Superintendent's Office.
  5. When an outstanding teacher candidate in a critical subject area is identified on a recruiting trip, the Superintendent of Schools or his/her designee shall be free to act to secure the candidate.
- D. Teachers with experience when hired shall be given credit for their educational preparation. Allowance for experience may be granted by the Board on the recommendation of the Superintendent.
- E. Credit for military service may be granted from one to three years.
- F. Teachers who have been awarded tenure in the district shall be exempt from the written screening and sample lesson requirement to be considered for vacancies to positions within their tenure area. For the purpose of this provision, tenure area shall be defined as per Part 30 of the Regulations of the Commissioner of Education, irrespective of the date of hire of the teacher.

## **ARTICLE XX**

### **PROMOTIONS**

- A. The Board shall give special consideration for promotions to persons with the longest service in the district, all other qualifications, e.g. merit, being equal; provided that it is understood and agreed the Board's policy is to obtain the most qualified applicants from all available sources.
- B. Promotional positions are defined as follows: positions paying a salary differential and/or positions on the administrative or supervisory level, including but not limited to, positions such as Assistant Superintendent, Assistant Superintendent for Administration, Director, Coordinator, Director of Health, Physical Education and Interscholastic Athletics, Principal, Assistant Principal, Department Chairperson/Department Coordinator and any new administrative position that the Board creates.
- C. **Promotional Positions**
  - 1. Whenever any vacancy in any promotional position in the district shall occur by reason of death, retirement, discharge, resignation or the creation of a new promotional position, the Board shall give written notice to the Association and shall post such notice in each school in the district.
  - 2. The written notice of vacancy shall include a job description and the minimum requirements of the position.
  - 3. The Board shall not permanently fill any vacancy until at least twenty (20) days after written notice of vacancy.
- D.
  - 1. A Personnel Selection Committee shall be formed. This committee shall consist of seven (7) people. Three (3) members shall be teachers selected by the Executive Board of the Association and four (4) shall be persons designated by the Superintendent.
  - 2. The Personnel Selection Committee shall develop the job descriptions and minimum requirements for each promotional position to meet the dimensions of the job specified by the Board and/or Superintendent. It shall review qualifications and other pertinent data, and shall recommend candidates to the Superintendent in preferential order and, in addition, shall review recommended candidates with the Superintendent as heretofore.
  - 3. Any candidate nominated by the Superintendent to the Board shall have been previously interviewed, ranked and forwarded by the Personnel Selection Committee.

## **ARTICLE XXI**

## **RETIREMENT**

### **A. Retirement Award**

Each teacher who hereafter indicates his intention to retire one year prior to such retirement under the New York State Teachers Retirement System, shall receive at the start of the last school year of service, a salary increase for that year equal to 5/10 of 1% (0.5%) of his/her current salary multiplied by the number of years of service in this school district, such salary increase not to exceed \$3,000.

### **B. Retirement Incentive**

Teachers who have served a minimum of 20 years of credited service in the New York State Teachers Retirement System are eligible for the following benefit:

The square of the number of accumulated sick days that an individual teacher has in his/her sick bank as of June 30th of the year of retirement up to 100 days plus \$100 per day from day 101 to 275.

Notification of intent to retire must be filed on or before January 1<sup>st</sup>. Effective July 1, 2022 and thereafter, notification of intent to retire must be filed on or before February 15<sup>th</sup>.

To receive this retirement benefit:

1. Those teachers who become eligible to retire and receive benefits without penalty between July 1st and June 30th must retire at the end of the school year in which they become eligible to retire and receive benefits without penalty.

This benefit shall be in lieu of the Retirement Award referred to at Paragraph A above.

2. The incentive shall be paid in the July succeeding the effective date of retirement.

### **C. In addition to the incentive referred to in paragraph B, teachers who qualify for that incentive shall be entitled to an additional incentive of \$15,000 pursuant to the same terms and conditions set forth as to Paragraph B above:**

Teachers who become first eligible to retire effective during the period July 1<sup>st</sup> and August 31<sup>st</sup> shall be deemed first eligible as of the preceding June 30<sup>th</sup> and shall be required to retire effective said June 30<sup>th</sup> in order to be eligible for the benefits referred to in this Article.

### **D. For retirements effective June 30, 2025, the incentive shall be as follows:**

1. In addition to the entitlement referred to in Paragraph B, teachers shall receive \$25.00 for each day of unused, accumulated sick leave up to a maximum of 100 days.
2. The incentive referred to at Paragraph C shall be increased to \$17,500.

All other provisions of this Article shall remain in full force and effect with the following modifications:

1. All teachers who were first eligible to retire from the New York State Teachers' Retirement System without penalty as defined above on or before June 30, 2025, shall be deemed first eligible for this incentive for retirements effective June 30, 2025.
2. Those teachers who become first eligible pursuant to the language of this contract for retirements effective June 30, 2023 or June 30, 2024, shall have the option of retiring that year and receive the lesser incentive set forth in Paragraphs B and C hereof. In the alternative, this cohort of teachers may elect to retire effective June 30, 2025 and receive the incentive referred to in this paragraph.
3. Absent further negotiations between the parties, the teachers who become first eligible as defined herein effective June 30, 2026 and thereafter, shall be entitled to the incentive set forth in this paragraph.

## **ARTICLE XXII**

### **ACADEMIC FREEDOM**

The Board and the Association agree that academic freedom is essential to the fulfillment of the purposes of the school system, and they acknowledge the fundamental need to protect teachers from any censorship or restraint which might interfere with their obligation to pursue truth in the performance of their classroom functions. Accordingly, they agree as follows:

The nature of American democracy demands that citizens be able to listen to all sides of a controversial issue, sort out the facts, and arrive at independent conclusions. Students in school, therefore, have a right to be exposed to issues which are within their intellectual grasp and are under current debate in our society.

This right of students imposes certain obligations upon the Board, the teachers, the administration and the community.

The Board will attempt, through its policies, to employ capable teachers, supply them with the necessary teaching materials, and maintain an atmosphere of academic freedom in the schools.

The teachers, as individuals and through their councils, committees and departments, will be responsible for determining when and how to deal with controversial issues according to the maturity and needs of students and the policies of the Board of Education.

The community has a right to expect that controversial issues will be presented in a fair and unbiased manner and to communicate through proper channels to the Board of Education if convinced that they are not.

The administration will be available to assist teachers who are in doubt regarding the appropriateness of discussion of certain controversial issues.

The private and personal life of a teacher is not within the appropriate concern or attention of the Board except as it may interfere with the teacher's responsibilities to and relationships with students and/or the school system. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any teacher outside of school, or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such teacher, providing they do not violate the Constitution of the United States.

## **ARTICLE XXIII**

### **EDUCATIONAL DEVELOPMENT COMMITTEE**

The Board and the Association agree that the professional staff is and should continue to be a major source of developments and innovations in improving educational programs carried on in public schools. The parties agree further that it is important for the professional staff to participate in the overall coordination of studies, projects and other activities directed toward the development, improvement and implementation of such programs, toward the evaluation of existing programs, toward the devising, testing and introduction of new programs, and toward research in pertinent educational and related areas. The parties recognize that there are other institutional and community resources capable of great contributions toward these ends and that the utilization of such resources shall be coordinated with the efforts of the school administration and the professional staff. Accordingly, it is agreed that an Educational Development Committee shall be formed for the purposes of establishing major goals in the district, setting priorities and making recommendations to the Superintendent for their implementation.

This committee shall consist of ten (10) professional educators of whom five (5) shall be designated by the Association and five (5) by the Superintendent. Each set of five (5) shall be drawn from the primary, intermediate, junior high school, senior high school and special areas of instruction in the district, so that the Committee will consist of two representatives from each of these five (5) areas. The Association shall notify the Superintendent of the names of the persons designated to serve in each area.

This committee shall establish its own times of meeting and rules of procedure, including selection of a chairperson, and shall have the right to meet with the Superintendent periodically, not more often than once a month, unless by mutual agreement.

Any sub-committee of the Educational Development Committee shall report to the full committee. This committee shall regularly report to the Superintendent the matters it is considering and its recommendations respecting the same.

For each school year during the term of this Agreement, \$5,000 for necessary research, materials and consultants will be provided from the Superintendent of Schools to be expended on and for Committee projects approved by the Superintendent. Committee project requests for funds shall be made to the Superintendent by March 1<sup>st</sup> of each school year. The availability of funds for such Committee purposes, however, is contingent upon voter approval of the budget.

When meetings of the Committee are scheduled during school hours, the members thereof shall be released from their regular duties provided that such meetings during such hours shall not be scheduled more often than once a month, without the approval of the Superintendent.

The Superintendent will not introduce any change in or new teaching method or material or aid unless the Educational Development Committee has been consulted.

For each school year during the term of this Agreement, \$2,500 shall be provided for the purchase of materials for a professional library. A committee selected by the Educational Development



Committee shall make recommendations for the purchase of materials and such recommendations shall be submitted by March 1<sup>st</sup> each year. The availability of such funds is contingent upon voter approval of the budget.

## **ARTICLE XXIV**

### **EDUCATIONAL PRACTICES**

- A. The state syllabus requirements shall be met at all levels and in all subjects. Teachers shall continue to be free to utilize those teaching methods and supplementary materials which are consistent with good educational practice.
- B. The District Subject Matter Council shall receive and consider all proposals from any source respecting new: curriculum, courses, materials, textbooks and/or programs pertaining to that subject area. They shall make recommendations on the proposals to the Educational Development Committee. They shall make recommendations on the proposals to the Assistant Superintendent for Curriculum and Instruction. Such recommendations shall be made within 30 working days of receipt of the proposal.
- C. For each school year during the terms of this agreement, \$5,000 shall be provided for necessary expenses for curriculum studies approved by the Superintendent.
- D. With the approval of both parties, individuals not represented by the ATH may participate on Subject Matter Councils as non-voting members. District-wide subject matter councils shall be structured as follows:

### **SUBJECT MATTER COUNCILS**

#### **Language Arts/Reading**

English Chairperson 7-12  
Two representatives as selected by Superintendent  
Two elementary teachers -- primary  
Two elementary teachers -- intermediate  
One elementary reading teacher  
Two middle school English teachers  
Two high school English teachers  
One secondary reading teacher  
One special education teacher  
One E.S.L. teacher  
One librarian

#### **Science**

Director of Science K-12  
Two representatives as selected by Superintendent  
Two elementary teachers -- primary  
Two elementary teachers -- intermediate  
Two middle school science teachers  
Two high school science teachers

#### **Social Studies**

Social Studies Chairperson 7-12  
Two representatives as selected by Superintendent  
Two elementary teachers -- primary  
Two elementary teachers -- intermediate  
Two middle school social studies teachers  
Two high school social studies teachers

#### Math

Director of Math K-12  
Two representatives as selected by Superintendent  
Two elementary teachers -- primary  
Two elementary teachers -- intermediate  
One elementary compensatory math teacher  
One elementary special education teacher  
Two middle school math teachers  
Two high school math teachers

#### Physical Education

Director of Health, Physical Education and Interscholastic Athletics  
Two representatives as selected by the Superintendent  
Three elementary physical education teachers  
  
One middle school physical education teacher  
Two high school physical education teachers

#### Occupational Education

Two representatives as selected by Superintendent  
Two business education teachers  
Two home and career skills teachers 7-8  
Two technology teachers (Pref. 7-8 & 9-12)  
One middle school special education teacher  
One high school special education teacher

#### Library

Two representatives as selected by Superintendent  
All school librarians

#### Guidance/Pupil Services

Administrator of Guidance 9-12  
Executive Director of Special Education and Student Support Services  
One representative as selected by Superintendent  
One middle school guidance counselor  
Two high school guidance counselors  
One elementary school psychologist  
One secondary school psychologist  
One social worker

### Special Education

Executive Director of Special Education and  
Student Support Services  
Special Education Chairperson 9-12  
Special Education Chairperson 4-8  
One representative as selected by Superintendent  
Two elementary ILDC teachers (from two different schools)  
Two elementary resource teachers (from two different schools)  
One elementary teacher -- primary  
One elementary teacher -- intermediate  
One middle school ILDC teacher  
One middle school resource teacher  
One middle school teacher  
One high school ALC teacher  
One high school resource teacher  
One high school teacher

### Art

Director of Art and Instructional Technologies  
One representative as selected by Superintendent  
Two elementary art teachers  
One middle school art teacher  
Two high school art teachers

### Health Education

Director of Health, Physical Education and Interscholastic Athletics  
One representative as selected by Superintendent  
All health education teachers  
One physical education teacher

### Foreign Language

Foreign Language Chairperson 7-12  
One representative as selected by Superintendent  
Two middle school foreign language teachers  
Three high school foreign language teachers

### Elementary

Two representatives as selected by Superintendent  
One primary teacher from each elementary school  
One intermediate teacher from each elementary school  
One teacher of elementary special education  
Three special (non-classroom) elementary teachers-at-large

### E.S.L.

Two representatives as selected by Superintendent  
One elementary E.S.L. teacher  
One elementary reading teacher  
One elementary compensatory math teacher

One elementary teacher -- primary  
One elementary teacher -- intermediate  
One secondary teacher  
One middle school E.S.L. teacher  
One high school E.S.L. teacher  
One special education teacher

#### Instructional Technologies

Director of Art and Instructional Technologies  
Two representatives as selected by Superintendent  
Two elementary teachers -- primary  
Two elementary teachers -- intermediate  
One elementary librarian  
One middle school teacher  
Two high school teachers

#### Music

Director of Performing Arts  
One representative as selected by Superintendent  
Three elementary music teachers \*  
Three secondary music teachers \*  
    \*Vocal and instrumental represented at each level

## **ARTICLE XXV**

### **RIGHTS OF THE ASSOCIATION**

- A. The Association is the exclusive representative of the employees in the negotiating unit covered by this Agreement under the laws of the State of New York and the resolution of the Board adopted November 14, 1967. Accordingly, the Association shall have the right to engage in the following activities in order to carry out and discharge its authority and responsibility under law and the aforesaid Resolution.
1. To use school buildings for meetings, subject to reasonable procedures in order to avoid scheduling conflicts.
  2. To use faculty bulletin boards which shall be provided by the Board in each building, teacher mailboxes, district courier services and duplicating machinery provided that priority shall be given to school needs and that the operator shall be competent.
  3. To appear and speak at faculty meetings for ten minutes.
  4. To appear and speak to new teachers on Orientation Day and to the entire faculty at the Superintendent's meeting on the first day of school.
  5. To hold meetings for Association business within ten minutes after the end of the working day in the particular building. These meetings, where possible, should not conflict with scheduled faculty building meetings as defined in Article IV.
- B. When the Board and the Association schedule negotiations during school hours, the Association's seven-member negotiating team will be released without loss of pay. The Board and the Association agree that the Association may designate one person in each elementary school, two persons in each of the junior high schools, four persons in the senior high school, and the President of the Association for the purpose of investigating and processing grievances at their appropriate level of operation. The Superintendent will be notified by the Association of such designations. When it is necessary for such persons to investigate or process a grievance during a school day, he/she may investigate or process such grievance without loss of pay, provided however, that he/she will not be released from his/her classroom duties for such purposes without one day's prior notice to the appropriate principal or immediate supervisor. Each person so designated to investigate or process grievances shall not be permitted to spend more than four hours a week of released time investigating or processing such grievances.
- In the course of their investigation and processing of grievances, such designated persons shall in no way interfere with or interrupt any other teacher in the discharge of that teacher's daily responsibilities to the District and to his/her students.
- C. The Board will transmit to the Association two copies of the minutes of official Board meetings as soon as possible after such meeting. The official agenda for each Board meeting will be transmitted to the Association the morning of the day prior to such

meeting. (The agenda will exclude all items relating to personnel).

The Association shall be provided with at least twenty-four hours notification of all special meetings of the Board of Education when the members of the Board themselves have received at least twenty-four hours' notice of such meeting, or if such notice is not possible, as much notice as circumstances permit.

- D. The Board will cause copies of this Agreement to be printed at its expense in sufficient quantity so that a copy can be distributed to each teacher covered by the Agreement.
- E. Two copies of all policies of the Board and of the Superintendent bearing on the terms and conditions for the employment of teachers shall be given to the Association. These files shall be kept current by sending two copies of additional or revised policies to the Association immediately after adoption.
- F. Each school shall continue to have a building committee of three to five members of AFT Local 2474 to discuss and consult with the building principal or immediate superior on matters of interest to the faculty of that building. Present practice shall prevail concerning the time for the holding of building committee meetings.
- G. The President of the Associated Teachers of Huntington shall be relieved of one section of classroom instruction daily or its equivalent. The release will be provided at the end of the normal workday. However, it shall not act so as to relieve the president of his/her obligation to provide extra help pursuant to Article V, paragraph L.

## ARTICLE XXVI

### DUES DEDUCTIONS AND RETIREMENT LOAN DEDUCTIONS

- A. The Board agrees to deduct from the salaries of its employees, for the Associated Teachers of Huntington, the dues of the Association, as said teachers individually and voluntarily authorize the Board to deduct for ATH, and to transfer the monies promptly to the ATH. Unit members shall be entitled to payroll deductions for VOTE COPE on a biweekly basis. Teacher authorizations will be in writing in the form set below.

### PAYROLL DEDUCTION AUTHORIZATION ASSOCIATED TEACHERS OF HUNTINGTON

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Last Name	First	Building
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Address

TO: BOARD OF EDUCATION OF HUNTINGTON UNION FREE SCHOOL DISTRICT

I hereby request and authorize you, according to arrangements agreed upon with the Associated Teachers of Huntington, to deduct from my salary for ATH and to transmit to ATH the dues as certified by the Association. I hereby waive all right to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefore. This authority shall be continuous while employed in this school system or until withdrawn by written notice on or before September 15 of any year with respect to the dues for the coming school year.

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Signature	Date
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- B. If a teacher has received a loan from the New York State Teachers Retirement System and wishes to have a payroll deduction, and upon receipt of proper authorization from New York State Teachers' Retirement System, the Board of Education will deduct twice monthly from paychecks during the months of September through June those amounts so authorized and forward them to the Retirement System.
- C. The Board agrees that it will not accord dues deductions or similar checkoff rights to any



other organization representing employees in the unit covered by this Agreement.

**ARTICLE XXVII**  
**COACHING POLICIES**

- A. The Director of Health, Physical Education and Interscholastic Athletics will give a written evaluation to each coach each year.
- B. Assistant coaches shall be selected by the Director of Health, Physical Education and Interscholastic Athletics from a list of candidates recommended by the head coach from the total list of applicants.

The Director of Health, Physical Education and Interscholastic Athletics and the appropriate head coach shall consult one another before or after a list of recommended candidates is drawn up.

- C. Coaching vacancies shall be posted at all schools not later than ten days after the vacancy occurs.
- D. Except in unusual circumstances, all coaching assignments shall be filled and announced prior to the opening of school with the exception of the fall sports, which will be filled by June 1.
- E. All applicants screened for coaching positions shall be given the same consideration regardless of grade level, and the most qualified person shall be selected by the Director of Physical Education/Interscholastic Athletics/Driver Education. All applicants will be informed of the appointment in writing but failure to notify shall not be grievable or subject to a contract violation action.
- F. During the season all coaches, regardless of grade level, shall be permitted to report at the appropriate time for team practice, which shall be set by the Director of Physical Education/Interscholastic Athletics/Driver Education and/or the head coach, if such time does not interfere with his/her teaching duties.
- G. A coach shall have the right to authorize emergency medical treatment and to call an ambulance when needed. If, in an emergency, a coach calls an ambulance, he/she shall not be held responsible for the expenses incurred by the exercise of such right.
- H. The Director of Physical Education/Interscholastic Athletics/Driver Education will not coach a sport while serving in that position.
- I. Each coach shall be paid in a single check for individual coaching duties upon the completion of those duties.
- J. Physical Education teachers hired after July 1, 1980 may, as a condition of employment, be required to coach one sport per school year. Coaches upon request will be relieved of this obligation for up to two (2) consecutive years in connection with child birth or adoption. A coach availing himself/herself of leave pursuant to this paragraph shall be

ineligible for further leave in connection with an additional birth or adoption for two (2) years after his/her return from such leave.

- K. A joint labor management committee shall be formed to study and analyze the current coaching stipends as well as those for extracurricular activities. The committee shall recommend changes as to same to the Superintendent of Schools and the President of the Association. The parties may agree to re-open negotiations for the purpose of discussing any of such recommendations.

## **ARTICLE XXVIII**

### **NON-TENURE EXTRA-PAY POSITIONS**

Non-tenure extra-pay positions such as coaching or summer school assignments shall be announced each year by posting these positions in each school at least one month prior to the appointment so that all interested personnel may apply.

## **ARTICLE XXIX**

### **SALARIES**

#### **Payday**

Notwithstanding any current practice to the contrary, the District shall have the right to change the current payroll period so as to have the first payday be the second Friday after Labor Day.  
(Salary Schedules start on next page)

2020-2021 Schedule (reflects .75% increase)

Step	I	II	III	IV	V	VI	VII	VIII	IX
1.00	52,415.00	54,400.00	56,798.00	60,138.00	62,445.00	65,523.00	68,560.00	72,112.00	75,482.00
2.00	54,188.00	56,178.00	58,626.00	62,183.00	64,525.00	67,578.00	70,606.00	74,479.00	77,860.00
3.00	56,239.00	58,269.00	60,636.00	64,591.00	66,943.00	69,976.00	73,084.00	77,175.00	80,565.00
4.00	58,637.00	60,626.00	63,044.00	67,321.00	69,633.00	72,686.00	75,724.00	79,950.00	83,325.00
5.00	61,019.00	63,044.00	65,493.00	70,031.00	72,349.00	75,462.00	78,454.00	82,655.00	86,020.00
6.00	63,044.00	65,493.00	67,906.00	72,757.00	75,477.00	78,147.00	81,240.00	85,355.00	88,725.00
7.00	65,493.00	67,906.00	70,243.00	75,477.00	78,247.00	80,847.00	83,950.00	88,161.00	91,496.00
8.00	67,906.00	70,248.00	72,691.00	78,247.00	80,993.00	83,628.00	86,645.00	90,892.00	94,216.00
9.00	70,248.00	72,691.00	75,154.00	80,993.00	83,718.00	86,348.00	89,401.00	93,612.00	96,947.00
10.00	72,691.00	75,124.00	77,522.00	83,718.00	86,423.00	89,073.00	92,146.00	96,579.00	100,045.00
11.00	72,691.00	77,522.00	79,960.00	86,020.00	88,725.00	91,849.00	94,831.00	99,637.00	103,042.00
12.00	72,691.00	79,960.00	82,368.00	88,887.00	91,647.00	94,730.00	97,728.00	102,725.00	106,065.00
13.00	72,691.00	82,368.00	84,816.00	91,889.00	94,619.00	97,717.00	100,775.00	105,762.00	109,158.00
14.00	72,691.00	84,816.00	87,209.00	95,002.00	97,717.00	100,775.00	103,843.00	108,840.00	112,190.00
15.00	72,691.00	87,209.00	89,617.00	98,050.00	100,775.00	103,843.00	106,941.00	112,014.00	115,465.00
16.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
17.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
18.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
19.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
20.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
21.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
22.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
23.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
24.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
25.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
26.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
27.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
28.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
29.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
30.00	72,691.00	101,556.00	103,974.00	113,727.00	116,502.00	120,200.00	123,212.00	127,832.00	131,222.00

For teachers beginning service on or after September 1, 1966, the Bachelor's Degree schedules terminate at Step 10.

In order to be eligible for the MA+60 schedule, the teacher must pursue a planned program of study beginning with the MA+30 schedule. The Superintendent is responsible for evaluation and approval of this planned program.

Effective July 1, 2017 and thereafter, teachers who complete Steps 17, 21 and 26 shall move directly to Steps 19, 23 and 28 respectively.

In addition to the salaries set forth in the above schedules, teachers shall be entitled to the following annual longevity payments:

At Step 19 - \$2,261

At Step 23 - \$326 (total \$2,587)

At Step 28 - \$545 (total \$3,132)

2021-2022 Schedule (same as 2020/21–[teachers receive the sum of \$2,500 in addition to salary])

Step	I	II	III	IV	V	VI	VII	VIII	IX
1.00	52,415.00	54,400.00	56,798.00	60,138.00	62,445.00	65,523.00	68,560.00	72,112.00	75,482.00
2.00	54,188.00	56,178.00	58,626.00	62,183.00	64,525.00	67,578.00	70,606.00	74,479.00	77,860.00
3.00	56,239.00	58,269.00	60,636.00	64,591.00	66,943.00	69,976.00	73,084.00	77,175.00	80,565.00
4.00	58,637.00	60,626.00	63,044.00	67,321.00	69,633.00	72,686.00	75,724.00	79,950.00	83,325.00
5.00	61,019.00	63,044.00	65,493.00	70,031.00	72,349.00	75,462.00	78,454.00	82,655.00	86,020.00
6.00	63,044.00	65,493.00	67,906.00	72,757.00	75,477.00	78,147.00	81,240.00	85,355.00	88,725.00
7.00	65,493.00	67,906.00	70,243.00	75,477.00	78,247.00	80,847.00	83,950.00	88,161.00	91,496.00
8.00	67,906.00	70,248.00	72,691.00	78,247.00	80,993.00	83,628.00	86,645.00	90,892.00	94,216.00
9.00	70,248.00	72,691.00	75,154.00	80,993.00	83,718.00	86,348.00	89,401.00	93,612.00	96,947.00
10.00	72,691.00	75,124.00	77,522.00	83,718.00	86,423.00	89,073.00	92,146.00	96,579.00	100,045.00
11.00	72,691.00	77,522.00	79,960.00	86,020.00	88,725.00	91,849.00	94,831.00	99,637.00	103,042.00
12.00	72,691.00	79,960.00	82,368.00	88,887.00	91,647.00	94,730.00	97,728.00	102,725.00	106,065.00
13.00	72,691.00	82,368.00	84,816.00	91,889.00	94,619.00	97,717.00	100,775.00	105,762.00	109,158.00
14.00	72,691.00	84,816.00	87,209.00	95,002.00	97,717.00	100,775.00	103,843.00	108,840.00	112,190.00
15.00	72,691.00	87,209.00	89,617.00	98,050.00	100,775.00	103,843.00	106,941.00	112,014.00	115,465.00
16.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
17.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
18.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
19.00	72,691.00	90,035.00	92,428.00	101,616.00	104,473.00	107,520.00	110,563.00	115,757.00	119,172.00
20.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
21.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
22.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
23.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
24.00	72,691.00	94,478.00	96,906.00	106,714.00	109,409.00	113,112.00	116,140.00	120,784.00	124,149.00
25.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
26.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
27.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
28.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
29.00	72,691.00	98,025.00	100,478.00	110,210.00	113,001.00	116,694.00	119,731.00	124,326.00	127,741.00
30.00	72,691.00	101,556.00	103,974.00	113,727.00	116,502.00	120,200.00	123,212.00	127,832.00	131,222.00

For teachers beginning service on or after September 1, 1966, the Bachelor's Degree schedules terminate at Step 10.

In order to be eligible for the MA+60 schedule, the teacher must pursue a planned program of study beginning with the MA+30 schedule. The Superintendent is responsible for evaluation and approval of this planned program.

Effective July 1, 2017 and thereafter, teachers who complete Steps 17, 21 and 26 shall move directly to Steps 19, 23 and 28 respectively.



In addition to the salaries set forth in the above schedules, teachers shall be entitled to the following annual longevity payments:

At Step 19 - \$2,261

At Step 23 - \$326 (total \$2,587)

At Step 28 - \$545 (total \$3,132)

2022-2023 Schedule (reflects 1.25% increase) Employees shall migrate to this new salary schedule based on Exhibit 2.

Step	I	II	III	IV	V	VI	VII	VIII	IX
1	56,733.63	58,882.18	61,477.76	65,092.95	67,590.03	70,921.64	74,208.87	78,053.53	81,701.19
2	58,010.14	60,207.03	62,861.01	66,557.54	69,110.81	72,517.37	75,878.56	79,809.73	83,539.47
3	59,315.36	61,561.69	64,275.38	68,055.09	70,665.80	74,149.02	77,585.83	81,605.45	85,419.10
4	60,649.96	62,946.83	65,721.58	69,586.33	72,255.78	75,817.37	79,331.51	83,441.57	87,341.03
5	62,014.58	64,363.13	67,200.31	71,152.02	73,881.54	77,523.26	81,116.47	85,319.01	89,306.21
6	63,409.91	65,811.30	68,712.32	72,752.94	75,543.87	79,267.53	82,941.59	87,238.68	91,315.60
7	64,836.64	67,292.05	70,258.35	74,389.88	77,243.61	81,051.05	84,807.78	89,201.55	93,370.20
8	66,295.46	68,806.12	71,839.16	76,063.65	78,981.59	82,874.70	86,715.95	91,208.59	95,471.03
9	67,787.11	70,354.26	73,455.54	77,775.09	80,758.68	84,739.38	88,667.06	93,260.78	97,619.13
10	69,312.32	71,937.23	75,108.29	79,525.02	82,575.75	86,646.02	90,662.07	95,359.15	99,815.56
11	70,871.84	73,555.82	76,798.23	81,314.34	84,433.70	88,595.55	92,701.97	97,504.73	102,061.41
12	72,466.46	75,210.83	78,526.19	83,143.91	86,333.46	90,588.95	94,787.76	99,698.59	104,357.79
13	74,096.96	76,903.07	80,293.03	85,014.65	88,275.96	92,627.20	96,920.49	101,941.81	106,705.84
14	75,764.14	78,633.39	82,099.62	86,927.48	90,262.17	94,711.32	99,101.20	104,235.50	109,106.72
15	77,468.83	80,402.64	83,946.86	88,883.35	92,293.07	96,842.32	101,330.98	106,580.80	111,561.62
16	79,211.88	82,211.70	85,835.66	90,883.22	94,369.66	99,021.27	103,610.92	108,978.86	114,071.76
17	80,994.15	84,061.46	87,766.97	92,928.09	96,492.98	101,249.25	105,942.17	111,430.89	116,638.37
18	82,816.52	85,952.85	89,741.72	95,018.98	98,664.07	103,527.36	108,325.87	113,938.08	119,262.73
19	84,679.89	87,886.79	91,760.91	97,156.90	100,884.01	105,856.73	110,763.20	116,501.69	121,946.15
20	86,585.18	89,864.24	93,825.53	99,342.93	103,153.90	108,238.50	113,255.37	119,122.98	124,689.93
21	88,533.35	91,886.18	95,936.61	101,578.15	105,474.87	110,673.87	115,803.62	121,803.24	127,495.46
22	90,525.35	93,953.62	98,095.18	103,863.66	107,848.05	113,164.03	118,409.20	124,543.82	130,364.11
23	92,562.17	96,067.58	100,302.32	106,200.59	110,274.63	115,710.22	121,073.41	127,346.05	133,297.30
24	94,644.82	98,229.10	102,559.13	108,590.10	112,755.81	118,313.70	123,797.56	130,211.34	136,296.49
25	96,774.33	100,439.25	104,866.71	111,033.38	115,292.82	120,975.76	126,583.00	133,141.09	139,363.16
26	98,951.75	102,699.14	107,226.21	113,531.63	117,886.91	123,697.71	129,431.12	136,136.77	142,498.83
27	101,178.17	105,009.87	109,638.80	116,086.09	120,539.36	126,480.91	132,343.32	139,199.85	145,705.05
28	103,454.68	107,372.59	112,105.67	118,698.03	123,251.50	129,326.73	135,321.04	142,331.84	148,983.42
29	105,782.41	109,788.47	114,628.05	121,368.74	126,024.66	132,236.58	138,365.77	145,534.31	152,335.54
30	108,162.51	112,258.71	117,207.18	124,099.53	128,860.21	135,211.91	141,479.00	148,808.83	155,763.09

For teachers beginning service on or after September 1, 1966, the Bachelor's Degree schedules terminate at Step 10.

In order to be eligible for the MA+60 schedule, the teacher must pursue a planned program of study beginning with the MA+30 schedule. The Superintendent is responsible for evaluation and approval of this planned program.

Effective July 1, 2022, longevity payments shall no longer be tied to a step on the salary schedule but shall be paid based upon years of teaching service in the District as follows:

After 17 years of service - \$2,261  
After 20 years of service - \$326 (total of \$2,587)

After 24 years of service - \$545 (total of \$3,132)

For teachers hired on or after July 1, 2022, their years of service for purposes of longevity shall be their actual years of service with the District.

For teachers on staff as of June 30, 2022, all teachers shall be paid longevity in accordance with the longevity schedule attached hereto as Exhibit 1.

2023-2024 Schedule (reflects 1% increase)

Step	I	II	III	IV	V	VI	VII	VIII	IX
1	57,300.97	59,471.00	62,092.54	65,743.88	68,265.93	71,630.85	74,950.95	78,834.06	82,518.20
2	58,590.24	60,809.10	63,489.62	67,223.12	69,801.92	73,242.55	76,637.35	80,607.83	84,374.86
3	59,908.52	62,177.30	64,918.13	68,735.64	71,372.46	74,890.51	78,361.69	82,421.50	86,273.30
4	61,256.46	63,576.29	66,378.79	70,282.19	72,978.34	76,575.54	80,124.83	84,275.99	88,214.44
5	62,634.73	65,006.76	67,872.32	71,863.54	74,620.35	78,298.49	81,927.64	86,172.20	90,199.27
6	64,044.01	66,469.41	69,399.44	73,480.47	76,299.31	80,060.21	83,771.01	88,111.07	92,228.75
7	65,485.00	67,964.97	70,960.93	75,133.78	78,016.04	81,861.56	85,655.86	90,093.57	94,303.90
8	66,958.41	69,494.19	72,557.55	76,824.29	79,771.41	83,703.45	87,583.11	92,120.68	96,425.74
9	68,464.98	71,057.81	74,190.10	78,552.84	81,566.26	85,586.78	89,553.73	94,193.39	98,595.32
10	70,005.44	72,656.61	75,859.37	80,320.27	83,401.50	87,512.48	91,568.69	96,312.74	100,813.71
11	71,580.56	74,291.38	77,566.21	82,127.48	85,278.04	89,481.51	93,628.99	98,479.78	103,082.02
12	73,191.13	75,962.94	79,311.45	83,975.35	87,196.79	91,494.84	95,735.64	100,695.57	105,401.37
13	74,837.93	77,672.10	81,095.96	85,864.79	89,158.72	93,553.48	97,889.69	102,961.22	107,772.90
14	76,521.78	79,419.72	82,920.62	87,796.75	91,164.79	95,658.43	100,092.21	105,277.85	110,197.79
15	78,243.52	81,206.67	84,786.33	89,772.18	93,216.00	97,810.74	102,344.29	107,646.60	112,677.24
16	80,004.00	83,033.82	86,694.02	91,792.05	95,313.36	100,011.49	104,647.03	110,068.65	115,212.47
17	81,804.09	84,902.08	88,644.64	93,857.37	97,457.91	102,261.74	107,001.59	112,545.20	117,804.76
18	83,644.68	86,812.38	90,639.14	95,969.17	99,650.71	104,562.63	109,409.13	115,077.46	120,455.36
19	85,526.69	88,765.65	92,678.52	98,128.47	101,892.85	106,915.29	111,870.83	117,666.71	123,165.61
20	87,451.04	90,762.88	94,763.79	100,336.36	104,185.44	109,320.89	114,387.92	120,314.21	125,936.83
21	89,418.69	92,805.05	96,895.97	102,593.93	106,529.62	111,780.61	116,961.65	123,021.28	128,770.41
22	91,430.61	94,893.16	99,076.13	104,902.29	108,926.53	114,295.67	119,593.29	125,789.26	131,667.75
23	93,487.79	97,028.26	101,305.35	107,262.60	111,377.38	116,867.32	122,284.14	128,619.51	134,630.27
24	95,591.27	99,211.39	103,584.72	109,676.00	113,883.37	119,496.84	125,035.53	131,513.45	137,659.45
25	97,742.07	101,443.65	105,915.37	112,143.71	116,445.75	122,185.52	127,848.83	134,472.51	140,756.79
26	99,941.27	103,726.13	108,298.47	114,666.95	119,065.77	124,934.69	130,725.43	137,498.14	143,923.82
27	102,189.95	106,059.97	110,735.18	117,246.95	121,744.75	127,745.72	133,666.75	140,591.84	147,162.10
28	104,489.22	108,446.32	113,226.73	119,885.01	124,484.01	130,620.00	136,674.25	143,755.16	150,473.25
29	106,840.23	110,886.36	115,774.33	122,582.42	127,284.90	133,558.95	139,749.43	146,989.65	153,858.90
30	109,244.13	113,381.30	118,379.25	125,340.53	130,148.81	136,564.03	142,893.79	150,296.92	157,320.72

For teachers beginning service on or after September 1, 1966, the Bachelor's Degree schedules terminate at Step 10.

In order to be eligible for the MA+60 schedule, the teacher must pursue a planned program of study beginning with the MA+30 schedule. The Superintendent is responsible for evaluation and approval of this planned program.

Effective July 1, 2022, longevity payments shall no longer be tied to a step on the salary schedule but shall be paid based upon years of teaching service in the District as follows:

After 17 years of service - \$2,261

After 20 years of service - \$326 (total of \$2,587)

After 24 years of service - \$545 (total of \$3,132)

For teachers hired on or after July 1, 2022, their years of service for purposes of longevity shall be their actual years of service with the District.

For teachers on staff as of June 30, 2022, all teachers shall be paid longevity in accordance with the longevity schedule attached hereto as Exhibit 1.

2024-2025 Schedule (reflects .75% increase)

Step	I	II	III	IV	V	VI	VII	VIII	IX
1	57,730.72	59,917.03	62,558.23	66,236.96	68,777.93	72,168.09	75,513.09	79,425.32	83,137.09
2	59,029.66	61,265.17	63,965.79	67,727.29	70,325.43	73,791.87	77,212.13	81,212.39	85,007.67
3	60,357.83	62,643.63	65,405.02	69,251.16	71,907.75	75,452.18	78,949.40	83,039.66	86,920.35
4	61,715.88	64,053.12	66,876.63	70,809.31	73,525.68	77,149.86	80,725.77	84,908.06	88,876.05
5	63,104.49	65,494.31	68,381.36	72,402.52	75,180.00	78,885.73	82,542.09	86,818.49	90,875.76
6	64,524.34	66,967.93	69,919.94	74,031.57	76,871.55	80,660.66	84,399.29	88,771.90	92,920.47
7	65,976.14	68,474.71	71,493.14	75,697.28	78,601.16	82,475.52	86,298.28	90,769.27	95,011.18
8	67,460.60	70,015.39	73,101.73	77,400.47	80,369.69	84,331.22	88,239.99	92,811.58	97,148.93
9	68,978.47	71,590.74	74,746.52	79,141.98	82,178.01	86,228.68	90,225.39	94,899.84	99,334.78
10	70,530.48	73,201.53	76,428.32	80,922.68	84,027.01	88,168.82	92,255.46	97,035.09	101,569.81
11	72,117.42	74,848.56	78,147.96	82,743.44	85,917.62	90,152.62	94,331.21	99,218.38	103,855.14
12	73,740.06	76,532.66	79,906.28	84,605.16	87,850.77	92,181.05	96,453.66	101,450.79	106,191.88
13	75,399.21	78,254.64	81,704.18	86,508.78	89,827.41	94,255.13	98,623.87	103,733.43	108,581.19
14	77,095.69	80,015.37	83,542.52	88,455.23	91,848.53	96,375.87	100,842.90	106,067.44	111,024.27
15	78,830.35	81,815.72	85,422.23	90,445.47	93,915.12	98,544.32	103,111.87	108,453.95	113,522.32
16	80,604.03	83,656.57	87,344.23	92,480.49	96,028.21	100,761.57	105,431.88	110,894.17	116,076.57
17	82,417.62	85,538.84	89,309.47	94,561.31	98,188.84	103,028.71	107,804.10	113,389.29	118,688.29
18	84,272.02	87,463.47	91,318.93	96,688.93	100,398.09	105,346.85	110,229.69	115,940.54	121,358.78
19	86,168.14	89,431.40	93,373.61	98,864.44	102,657.05	107,717.16	112,709.86	118,549.21	124,089.35
20	88,106.92	91,443.60	95,474.52	101,088.89	104,966.83	110,140.79	115,245.83	121,216.56	126,881.36
21	90,089.33	93,501.08	97,622.69	103,363.39	107,328.59	112,618.96	117,838.87	123,943.94	129,736.19
22	92,116.34	95,604.86	99,819.20	105,689.06	109,743.48	115,152.89	120,490.24	126,732.67	132,655.26
23	94,188.95	97,755.97	102,065.14	108,067.07	112,212.71	117,743.83	123,201.27	129,584.16	135,640.00
24	96,308.20	99,955.48	104,361.60	110,498.57	114,737.50	120,393.06	125,973.30	132,499.80	138,691.90
25	98,475.14	102,204.47	106,709.74	112,984.79	117,319.09	123,101.91	128,807.70	135,481.05	141,812.47
26	100,690.83	104,504.08	109,110.71	115,526.95	119,958.77	125,871.70	131,705.87	138,529.37	145,003.25
27	102,956.37	106,855.42	111,565.70	118,126.31	122,657.84	128,703.81	134,669.25	141,646.28	148,265.82
28	105,272.89	109,259.66	114,075.93	120,784.15	125,417.64	131,599.65	137,699.31	144,833.33	151,601.80
29	107,641.53	111,718.01	116,642.63	123,501.79	128,239.54	134,560.64	140,797.55	148,092.07	155,012.84
30	110,063.47	114,231.66	119,267.09	126,280.58	131,124.93	137,588.26	143,965.49	151,424.15	158,500.63

For teachers beginning service on or after September 1, 1966, the Bachelor's Degree schedules terminate at Step 10.

In order to be eligible for the MA+60 schedule, the teacher must pursue a planned program of study beginning with the MA+30 schedule. The Superintendent is responsible for evaluation and approval of this planned program.

Effective July 1, 2022, longevity payments shall no longer be tied to a step on the salary schedule but shall be paid based upon years of teaching service in the District as follows:

After 17 years of service - \$2,261  
After 20 years of service - \$326 (total of \$2,587)

After 24 years of service - \$545 (total of \$3,132)

For teachers hired on or after July 1, 2022, their years of service for purposes of longevity shall be their actual years of service with the District.

For teachers currently on staff, all teachers shall be paid longevity in accordance with the longevity schedule attached hereto as Exhibit 1.

## **ARTICLE XXX**

### **PSYCHOLOGISTS' SALARY SCHEDULE**

School Psychologists employed prior to July 1, 1993, shall receive \$1,000 in addition to their basic teacher's salary. Incumbents presently receiving more than \$1,000 shall maintain their current differential dollar amount.



## ARTICLE XXXI

### SUMMER SCHOOL SALARIES

- A. Teacher's salary schedules for 2020, 2021, 2022, 2023 and 2024 Summer School full load shall be as follows and it is agreed that such schedule shall be reduced proportionately for less than a full load.

		2020/21	2021/22	2022/23	2023/24	2024/25
Periods		0.75%	2.50%	2.50%	2.50%	2.50%
1	1	\$2,078	\$2,130	\$2,183	\$2,238	\$2,294
	2	\$2,268	\$2,325	\$2,383	\$2,443	\$2,504
	3	\$2,447	\$2,508	\$2,571	\$2,635	\$2,701
	4	\$2,624	\$2,690	\$2,757	\$2,826	\$2,897
	5	\$2,809	\$2,879	\$2,951	\$3,025	\$3,101
2	1	\$4,172	\$4,276	\$4,383	\$4,493	\$4,605
	2	\$4,531	\$4,644	\$4,760	\$4,879	\$5,001
	3	\$4,892	\$5,014	\$5,139	\$5,267	\$5,399
	4	\$5,254	\$5,385	\$5,520	\$5,658	\$5,799
	5	\$5,623	\$5,764	\$5,908	\$6,056	\$6,207
3	1	\$6,815	\$6,985	\$7,160	\$7,339	\$7,522
	2	\$7,408	\$7,593	\$7,783	\$7,978	\$8,177
	3	\$8,007	\$8,207	\$8,412	\$8,622	\$8,838
	4	\$8,589	\$8,804	\$9,024	\$9,250	\$9,481
	5	\$9,184	\$9,414	\$9,649	\$9,890	\$10,137

- B. The five steps comprising the salary schedules above each represent one summer school session of teaching in the district.
- C. All positions shall be announced at least one month prior to Summer School appointment so that all interested personnel may apply. All appointments must be made by May 30 and are made pending budget approval. Preference in hiring will be given to Huntington district personnel. The teacher most qualified for the position will be hired.
- D. The Summer School professional staff shall not be required to perform registration duties.
- E. Two days of sick leave, non-cumulative, shall be granted to teachers in the Summer School without loss of pay.
- F. A full load for a Summer School teacher shall consist of three ninety-minute periods each school day with a five-minute break between periods 1 and 2 and a ten-minute break between periods 2 and 3.

## **ARTICLE XXXII**

### **SUMMER COMMITTEE WORK AND PROFESSIONAL DEVELOPMENT**

A teacher who is engaged in summer committee work shall be paid at the rate of 1/200 for a full day and 1/400 for a half day, computed in accordance with the basic teacher's salary in effect for the preceding school year to a maximum of \$220.00 per day for 2020/21; \$225.50 per day for 2021/22; \$231.14 per day for 2022/23; \$236.92 per day for 2023/24; and \$242.84 per day for 2024/25.

## ARTICLE XXXIII

### STIPENDS FOR EXTRA DUTIES

- A.
1. A **Department Coordinator** shall receive a stipend of \$425.17 per year for 2020-21; \$435.80 for 2021-22; \$446.69 for 2022-23; \$457.86 for 2023-24 and \$469.31 for 2024-25 for each teacher in his/her department (inclusive of the Department Coordinator). The Coordinator of the SEARCH Program will be paid as a department coordinator or the sum of \$3000 whichever is greater.
  2. **Department Representative:** Where circumstances exist which require that teachers perform certain functions which normally are performed by department coordinators or district supervisors, those teachers shall be elected and subject to the same procedures as department coordinators and shall receive a stipend of \$202 per person in their department for 2019-20; \$204 per person in their department for 2020/21; \$209 per person in their department for 2021/22; \$214 per person in their department for 2022/23; \$219 per person in their department for 2023/24; and \$224 per person in their department for 2024/25.
- B. **Guidance Counselors**
1. Guidance counselors are paid on basic teachers' salary schedules plus a stipend of \$1,239 for 2020/21; \$1,270 for 2021/22; \$1,302 for 2022/23; \$1,335 for 2023/24; and \$1,368 for 2024/25 and work one day before and one day after the regular school year. Counselors may be required to work a total of four additional days to be served during the week before and the week after the regular school year. Counselors required to work these additional days shall be paid at the rate of 1/200th per day computed in accordance with the basic teacher's salary schedule in effect during the year preceding the days worked.
  2. Single part-time guidance counselor. The position of counselor shall be filled only by full-time certified school counselors, except in circumstances where a single part-time counselor is required and there is no fully certified school counselor available to meet the students' needs. No more than one counselor in any school shall be permitted to divide time between counseling and other duties. For example, a student population which required five and one-half school counselors will have five full-time counselors and only one part-time counselor.
  3. Guidance counselors shall not be assigned homeroom duties or as substitutes for absent teachers on a regular basis but may be given such duties only in unusual situations or emergencies.
  4. The district may alter the work day of guidance counselors for the purpose of providing time for parent-teacher conferences. Counselors may be required to be on duty during ten (10) school evenings a year from 7:00 to 9:00 p.m. Such additional duty may not occur more than ten (10) times in any school year or more than two (2) times in any month. Each counselor shall be \$173.07 for 2020/21;

\$177.40 for 2021/22; \$181.83 for 2022/23; \$186.38 for 2023/24; and \$191.04 for 2024/25 for each such session.

**ARTICLE XXXIV**  
**STIPENDS FOR EXTRACURRICULAR ACTIVITIES**

		2020-21	2021-22	2022-2023	2023-2024	2024-2025
<b>HUNTINGTON HIGH SCHOOL</b>		0.75%	2.50%	2.50%	2.50%	2.50%
A World of Difference		1,860	1907	1954	2003	2053
Athletic Training Club		2,510	2573	2637	2703	2771
Brainstormers		1,375	1409	1445	1481	1518
<b>Class Advisors:</b>						
	Freshman	2,508	2571	2635	2701	2768
	Sophomore	2,508	2571	2635	2701	2768
	Junior	2,508	2571	2635	2701	2768
	Senior	2,508	2571	2635	2701	2768
Computer Club		1,376	1410	1446	1482	1519
Creative Crafts		1,375	1409	1445	1481	1518
Drama		10,011	10261	10518	10781	11050
Etcetera		1,360	1394	1429	1465	1501
Gay and Straight Alliance		1,376	1410	1446	1482	1519
Grandfriends		1,375	1409	1445	1481	1518
Habitat for Humanity		1,375	1409	1445	1481	1518

		2020-21 0.75%	2021-22 2.50%	2022-2023 2.50%	2023-2024 2.50%	2024-2025 2.50%
<b>Honor Society</b>						
	Art Honor Society	1,226	1257	1288	1320	1353
	English Honor Society	1,260	1292	1324	1357	1391
	French Honor Society	1,260	1292	1324	1357	1391
	Italian Honor Society	1,260	1292	1324	1357	1391
	Latin Honor Society	1,260	1292	1324	1357	1391
	Math Honor Society	1,375	1409	1445	1481	1518
	National Honor Society	2,893	2965	3039	3115	3193
	Science Honor Society	1,375	1409	1445	1481	1518
	Social Studies Honor Society	1,260	1292	1324	1357	1391
	Spanish Honor Society	1,260	1292	1324	1357	1391
HOPE		1,375	1409	1445	1481	1518
Horticulture		1,376	1410	1446	1482	1519
<b>Independent Study Advisors:</b>						
	1-10 students	950	974	998	1023	1049
	11-20 students	1,488	1525	1563	1602	1642
	21-30 students	2,222	2278	2334	2393	2453
	31-40 students	2,820	2891	2963	3037	3113
Interact		1,778	1822	1868	1915	1963
Key Club		2,211	2266	2323	2381	2441
Make-A-Wish		1,375	1409	1445	1481	1518
<b>Mathletes:</b>						
	Grades 10 - 12	1,903	1951	1999	2049	2101
	Grade 9	1,903	1951	1999	2049	2101
Mentathalon (per teacher)		466	478	490	502	514
Natural Helpers		2,702	2770	2839	2910	2983
<b>Newspaper: 2 Components</b>						
	Literary	3,394	3479	3566	3655	3746
	Printing	1,269	1301	1333	1367	1401
Nutrition & Fitness		1,339	1372	1407	1442	1478
Physics Club		2,271	2328	2386	2446	2507
Portfolio Club		1,376	1410	1446	1482	1519
Robotics Club		5,321	5454	5590	5730	5873
Rock & Wrap-It-Up		1,376	1410	1446	1482	1519
S.A.D.D.		1,473	1510	1548	1586	1626
Science Research		2,271	2328	2386	2446	2507
Social Issues		1,375	1409	1445	1481	1518
Social Justice		1,376	1410	1446	1482	1519
Stage Crew		3,642	3733	3826	3922	4020
Step Team		1,376	1410	1446	1482	1519
Student Government Advisor		3,486	3573	3662	3754	3848
Students for World Unity		2,893	2965	3039	3115	3193
Triathlon		1,339	1372	1407	1442	1478
Video		3,592	3682	3774	3868	3965

	2020-21 0.75%	2021-22 2.50%	2022-2023 2.50%	2023-2024 2.50%	2024-2025 2.50%
<b>Yearbook: 3 Components</b>					
Art:	2,043	2094	2146	2200	2255
Business:	1,585	1625	1665	1707	1750
Literary:	5,463	5600	5740	5883	6030
Photographic:	1,751	1795	1840	1886	1933
<b>TOTAL STIPEND</b>	<b>10,842</b>	<b>11113</b>	<b>11391</b>	<b>11676</b>	<b>11968</b>
Art Coordinator	4,947	5071	5197	5327	5461
Physical Education Coordinator	4,947	5071	5197	5327	5461
<b>MUSIC</b>					
All District Chorus	2,126	2179	2234	2289	2347
Honors Band Director	2,067	2119	2172	2226	2282
Honors Orchestra Director	2,067	2119	2172	2226	2282
<b>FINLEY</b>					
				0	
Art	1,300	1333	1366	1400	1435
Audio Video	3,808	3903	4001	4101	4203
Banana Splits	1,300	1333	1366	1400	1435
Community	1,300	1333	1366	1400	1435
Dance Team	1,300	1333	1366	1400	1435
Drama/Musical	4,084	4186	4291	4398	4508
Assistant Drama/Musical	2,722	2790	2860	2931	3005
Environmental	1,300	1333	1366	1400	1435
Honor Society	1,903	1951	1999	2049	2101
Leaders	1,300	1333	1366	1400	1435
Literary Magazine	1,300	1333	1366	1400	1435
Math Counts Adv.	1,903	1951	1999	2049	2101
Mathletes 7	1,903	1951	1999	2049	2101
Mathletes 8	1,903	1951	1999	2049	2101

	2020-21	2021-22	2022-2023	2023-2024	2024-2025
	0.75%	2.50%	2.50%	2.50%	2.50%
Newspaper Literary Adv.	1,846	1892	1939	1988	2038
Photography	1,846	1892	1939	1988	2038
Robotics	2,109	2162	2216	2271	2328
School Store	3,523	3611	3701	3794	3889
Stage Crew (3)	1,792	1837	1883	1930	1978
Student Government Adv.	3,486	3573	3662	3754	3848
Telecommunication	1,300	1333	1366	1400	1435
Yearbook Advisor	2,314	2372	2431	2492	2554
Yorker Club	1,300	1333	1366	1400	1435

### **FINLEY MUSIC**

Show Choir	2,703	2771	2840	2911	2984
Honor Strings Ensemble	2,703	2771	2840	2911	2984
Jazz Ensemble	2,703	2771	2840	2911	2984
Wind Ensemble	2,703	2771	2840	2911	2984
Tri-M Music Honor Society	911	934	957	981	1006

### **ELEMENTARY/SECONDARY SCHOOLS**

#### **Elementary A-V Coordinators:**

Flower Hill Primary	2,152	2206	2261	2317	2375
Jack Abrams Intermediate	2,152	2206	2261	2317	2375
Jefferson Primary	2,152	2206	2261	2317	2375
Southdown Primary	2,152	2206	2261	2317	2375
Washington Primary	2,152	2206	2261	2317	2375
Woodhull Intermediate	2,152	2206	2261	2317	2375



2020-21	2021-22	2022-2023	2023-2024	2024-2025
0.75%	2.50%	2.50%	2.50%	2.50%

**Woodhull & Jack Abrams Stem**

Art Club:	847	868	890	912	935
Computer Club	1,059	1085	1113	1140	1169
Drama:					
Director	1,729	1772	1817	1862	1908
Assistant Director	1,193	1223	1253	1285	1317
School Newspaper:	1,847	1893	1941	1989	2039
School of Rock	1,305	1338	1371	1405	1440
Stage Crew	798	818	838	859	881
Student Government:	3,488	3575	3665	3756	3850

**MUSIC:**

2020-21	2021-22	2022-23	2023-24	2024-25
0.75%	2.50%	2.50%	2.50%	2.50%

**HUNTINGTON HIGH SCHOOL**

Marching Band Director-Summer	5140	5269	5400	5535	5674
Marching Band Director-Fall	6955	7129	7307	7490	7677
Asst. Marching Band Dir-Summer	3359	3443	3529	3617	3708
Asst. Marching Band Dir-Fall	4880	5002	5127	5255	5387
Color Guard Design - Summer Only	2102	2155	2208	2264	2320
Color Guard Instructor (Lead) - Summer	2342	2401	2461	2522	2585
Color Guard Instructor (Lead) - Fall	2342	2401	2461	2522	2585
Color Guard Instructor - Summer	2102	2155	2208	2264	2320
Color Guard Instructor - Fall	2102	2155	2208	2264	2320
Visual Instructor - Summer	2102	2155	2208	2264	2320
Visual Instructor - Fall	2102	2155	2208	2264	2320
Drill Design - Summer Only	2102	2155	2208	2264	2320
Pit Instructor - Summer	2342	2401	2461	2522	2585
Pit Instructor - Fall	2342	2401	2461	2522	2585
Battery Instrutor - Summer	2342	2401	2461	2522	2585
Battery Instrutor - Fall	2342	2401	2461	2522	2585
Woodwind Instructor - Summer	2102	2155	2208	2264	2320
Woodwind Instructor - Fall	2102	2155	2208	2264	2320
Brass Instructor - Summer	2102	2155	2208	2264	2320
Brass Instructor - Fall	2102	2155	2208	2264	2320
Instructor Misc. - Summer	2102	2155	2208	2264	2320
Instructor Misc. - Fall	2102	2155	2208	2264	2320
Pit Design - Summer Only	1051	1077	1104	1132	1160
Battery Design - Summer Only	1051	1077	1104	1132	1160
Pep Band Director - Fall Only	525	538	552	565	580

**MUSIC:**

	2020-21	2021-22	2022-23	2023-24	2024-25
Percussion Arranger	1352	1386	1420	1456	1492
Winter Percussion	2703	2771	2840	2911	2984
Winter Guard	2703	2771	2840	2911	2984
Jazz Ensemble	2703	2771	2840	2911	2984
Jazz Choir	2703	2771	2840	2911	2984
High Stepper Advisor	5056	5182	5312	5445	5581
High Stepper Asst.	3888	3985	4085	4187	4292
Musical:					
Instrumental Dir.	1300	1333	1366	1400	1435
Choral Dir.	1300	1333	1366	1400	1435
Chamber Orchestra	2703	2771	2840	2911	2984
Stage Band	2703	2771	2840	2911	2984
Tri-M Music Honor Society	1376	1410	1446	1482	1519
Wind Ensemble	2703	2771	2840	2911	2984

**ARTICLE XXXV**

## STIPENDS FOR COACHES

	Step 1	Step 2	Step 3	Step 4
<b>2020-21</b>	<b>0.75%</b>	<b>0.75%</b>	<b>0.75%</b>	<b>0.75%</b>
<b>Varsity Football:</b>				
Varsity Coach	7909	8612	9299	9999
Varsity Assistant	5265	5726	6192	6648
Middle School Head	4301	4682	5057	5432
Middle School Asst.	4072	4443	4799	5160
<b>Varsity Soccer:</b>				
Varsity Coach (boys & girls)	6530	7105	7679	8254
Varsity Asst. (boys & girls)	4110	4686	5260	5835
J.V. Soccer (boys & girls)	4249	4627	5000	5379
Middle School (boys & girls)	3839	4182	4523	4871
Middle School Asst. (boys & girls)	3613	3942	4261	4598
<b>Cross Country:</b>				
Varsity (boys & girls)	5339	5723	6167	6626
Middle School (boys & girls)	3839	4182	4523	4871
<b>Baseball:</b>				
Varsity	6888	7509	8110	8721
Varsity Asst.	4185	4725	5266	5808
JV Baseball	4457	4841	5232	5626
Middle School	3839	4182	4523	4871
Middle School Asst.	3613	3942	4261	4598
<b>Basketball:</b>				
Varsity (boys & girls)	7273	7924	8580	9254
Varsity Asst. (boys & girls)	4514	5124	5828	6335
J.V. (boys & girls)	5144	5609	6062	6524
Middle School (boys & girls)	4290	4671	5048	5432
<b>Wrestling:</b>				
Varsity	7281	7938	8721	9219
Varsity Asst.	4514	5124	5828	6333
J.V.	4931	5370	5813	6248
Middle School	4072	4443	4799	5160
Middle School Asst.	3844	4193	4542	4878
	Step 1	Step 2	Step 3	Step 4
<b>2020-21</b>	<b>0.75%</b>	<b>0.75%</b>	<b>0.75%</b>	<b>0.75%</b>

## Fencing:

Varsity (boys & girls)	5099	5510	5926	6335
Varsity Asst.(boys & girls)	3856	4196	4454	4890

## Lacrosse:

Varsity (boys & girls)	6530	7105	7679	8254
Varsity Asst. (boys & girls)	4110	4686	5260	5835
J.V. Lacrosse (boys & girls)	4893	5329	5754	6192
J.V. Asst. Lacrosse (boys & girls)	4110	4682	5256	5828
Middle School Lacrosse (boys & girls)	4081	4444	4812	4963
Middle School Asst. (boys & girls)	3856	4196	4543	4892

## Track:

Varsity (boys & girls)	6530	7105	7679	8254
Varsity Asst. (boys & girls)	4391	4668	5565	5979
Middle School (boys & girls)	3839	4182	4523	4871
Middle School Asst. (boys & girls)	3613	3942	4261	4598

<b>Winter Track:</b> (boys & girls)	5936	6419	6926	7435
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## Tennis:

Varsity (boys & girls)	5153	5615	6023	6471
J.V. (boys & girls)	4153	4498	4840	5182
Middle School (boys & girls)	3839	4182	4523	4871

## Golf:

Varsity (boys & girls)	5339	5728	6167	6626
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## Swimming:

Varsity (boys & girls)	6530	7105	7679	8254
Varsity Asst. (boys & girls)	3907	4686	5260	5835
Middle School (boys & girls)	3839	4182	4523	4871

## Field Hockey:

Varsity	6530	7105	7679	8254
Varsity Asst.	4110	4682	5256	5828
J.V.	4249	4633	5000	5379
Middle School	3839	4182	4523	4871
Middle School Asst.	3613	3942	4261	4598

	Step 1	Step 2	Step 3	Step
<b>2020-21</b>	0.75%	0.75%	0.75%	0.75

**Volleyball:**

Varsity (boys & girls)	5543	6193	6843	7492
J.V. (boys & girls)	4390	4848	5311	5775
Middle School (boys & girls)	3839	4182	4523	4905

**Softball:**

Varsity	6888	7509	8110	8721
Varsity Asst.	4185	4725	5265	5808
J.V.	4457	4841	5232	5625
Middle School	3839	4182	4523	4871
Middle School Asst.	3613	3942	4261	4588

**Bowling:**

Varsity (boys & girls)	3962	4153	4312	4589
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**Cheerleading:**

Varsity Football	3962	4152	4362	4588
Varsity Basketball	3962	4152	4362	4588
J.V. Football	3613	3795	3985	4185
J.V. Basketball	3613	3795	3985	4185
Middle School Football	1135	1192	1251	1314
Middle School Basketball	1135	1192	1251	1314

**Crew:**

Varsity	5085	5385	5727	6108
Varsity Asst.	3839	4186	4443	4878

**Intramurals:**

10 week block	1406	1518	1625	1726
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	Step 1	Step 2	Step 3	Step 4
<b>2021-22</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Varsity Football:</b>				
Varsity Coach	8107	8827	9531	10249
Varsity Assistant	5397	5869	6347	6814
Middle School Head	4409	4799	5183	5568
Middle School Asst.	4174	4554	4919	5289
<b>Varsity Soccer:</b>				
Varsity Coach (boys & girls)	6693	7283	7871	8460
Varsity Asst. (boys & girls)	4213	4803	5392	5981
J.V. Soccer (boys & girls)	4355	4743	5125	5513
Middle School (boys & girls)	3935	4287	4636	4993
Middle School Asst. (boys & girls)	3703	4041	4368	4713
<b>Cross Country:</b>				
Varsity (boys & girls)	5472	5866	6321	6792
Middle School (boys & girls)	3935	4287	4636	4993
<b>Baseball:</b>				
Varsity	7060	7697	8313	8939
Varsity Asst.	4290	4843	5398	5953
JV Baseball	4568	4962	5363	5767
Middle School	3935	4287	4636	4993
Middle School Asst.	3703	4041	4368	4713
<b>Basketball:</b>				
Varsity (boys & girls)	7455	8122	8795	9485
Varsity Asst. (boys & girls)	4627	5252	5974	6493
J.V. (boys & girls)	5273	5749	6214	6687
Middle School (boys & girls)	4397	4788	5174	5568
<b>Wrestling:</b>				
Varsity	7463	8136	8939	9449
Varsity Asst.	4627	5252	5974	6491
J.V.	5054	5504	5958	6404
Middle School	4174	4554	4919	5289
Middle School Asst.	3940	4298	4656	5000
<b>Fencing:</b>				
Varsity (boys & girls)	5226	5648	6074	6493
Varsity Asst.(boys & girls)	3952	4301	4565	5012

	Step 1	Step 2	Step 3	Step 4
<b>2021-22</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Lacrosse:</b>				
Varsity (boys & girls)	6693	7283	7871	8460
Varsity Asst. (boys & girls)	4213	4803	5392	5981
J.V. Lacrosse (boys & girls)	5015	5462	5898	6347
J.V. Asst. Lacrosse (boys & girls)	4213	4799	5387	5974
Middle School Lacrosse (boys & girls)	4183	4555	4932	5087
Middle School Asst. (boys & girls)	3952	4301	4657	5014
<b>Track:</b>				
Varsity (boys & girls)	6693	7283	7871	8460
Varsity Asst. (boys & girls)	4501	4785	5704	6128
Middle School (boys & girls)	3935	4287	4636	4993
Middle School Asst. (boys & girls)	3703	4041	4368	4713
<b>Winter Track:</b> (boys & girls)	6084	6579	7099	7621
<b>Tennis:</b>				
Varsity (boys & girls)	5282	5755	6174	6633
J.V. (boys & girls)	4257	4610	4961	5312
Middle School (boys & girls)	3935	4287	4636	4993
<b>Golf:</b>				
Varsity (boys & girls)	5472	5871	6321	6792
<b>Swimming:</b>				
Varsity (boys & girls)	6693	7283	7871	8460
Varsity Asst. (boys & girls)	4005	4803	5392	5981
Middle School (boys & girls)	3935	4287	4636	4993
<b>Field Hockey:</b>				
Varsity	6693	7283	7871	8460
Varsity Asst.	4213	4799	5387	5974
J.V.	4355	4749	5125	5513
Middle School	3935	4287	4636	4993
Middle School Asst.	3703	4041	4368	4713
<b>Volleyball:</b>				
Varsity (boys & girls)	5682	6348	7014	7679
J.V. (boys & girls)	4500	4969	5444	5919
Middle School (boys & girls)	3935	4287	4636	5028

<b>2021-22</b>		<b>Step 1</b> 2.50%	<b>Step 2</b> 2.50%	<b>Step 3</b> 2.50%	<b>Step 4</b> 2.50%
<b>Softball:</b>					
	Varsity	7060	7697	8313	8939
	Varsity Asst.	4290	4843	5397	5953
	J.V.	4568	4962	5363	5766
	Middle School	3935	4287	4636	4993
	Middle School Asst.	3703	4041	4368	4703
<b>Bowling:</b>					
	Varsity (boys & girls)	4061	4257	4420	4704
<b>Cheerleading:</b>					
	Varsity Football	4061	4256	4471	4703
	Varsity Basketball	4061	4256	4471	4703
	J.V. Football	3703	3890	4085	4290
	J.V. Basketball	3703	3890	4085	4290
	Middle School Football	1163	1222	1282	1347
	Middle School Basketball	1163	1222	1282	1347
<b>Crew:</b>					
	Varsity	5212	5520	5870	6261
<b>Intramurals:</b>					
	Varsity Asst.	3935	4291	4554	5000
	10 week block	481	519	556	589



	Step 1	Step 2	Step 3	Step 4
<b>2022-23</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Varsity Football:</b>				
Varsity Coach	8309	9048	9770	10505
Varsity Assistant	5532	6016	6505	6985
Middle School Head	4519	4919	5313	5707
Middle School Asst.	4278	4668	5042	5421
<b>Varsity Soccer:</b>				
Varsity Coach (boys & girls)	6861	7465	8068	8672
Varsity Asst. (boys & girls)	4318	4923	5526	6130
J.V. Soccer (boys & girls)	4464	4861	5253	5651
Middle School (boys & girls)	4033	4394	4752	5118
Middle School Asst. (boys & girls)	3796	4142	4477	4831
<b>Cross Country:</b>				
Varsity (boys & girls)	5609	6013	6479	6961
Middle School (boys & girls)	4033	4394	4752	5118
<b>Baseball:</b>				
Varsity	7237	7889	8521	9163
Varsity Asst.	4397	4964	5533	6102
JV Baseball	4683	5086	5497	5911
Middle School	4033	4394	4752	5118
Middle School Asst.	3796	4142	4477	4831
<b>Basketball:</b>				
Varsity (boys & girls)	7641	8325	9014	9722
Varsity Asst. (boys & girls)	4743	5383	6123	6656
J.V. (boys & girls)	5404	5893	6369	6854
Middle School (boys & girls)	4507	4907	5304	5707
<b>Wrestling:</b>				
Varsity	7650	8340	9163	9686
Varsity Asst.	4743	5383	6123	6654
J.V.	5181	5642	6107	6564
Middle School	4278	4668	5042	5421
Middle School Asst.	4039	4405	4772	5125
<b>Fencing:</b>				
Varsity (boys & girls)	5357	5789	6226	6656
Varsity Asst.(boys & girls)	4051	4408	4679	5138

	Step 1	Step 2	Step 3	Step 4
<b>2022-23</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Lacrosse:</b>				
Varsity (boys & girls)	6861	7465	8068	8672
Varsity Asst. (boys & girls)	4318	4923	5526	6130
J.V. Lacrosse (boys & girls)	5141	5599	6045	6505
J.V. Asst. Lacrosse (boys & girls)	4318	4919	5522	6123
Middle School Lacrosse (boys & girls)	4288	4669	5056	5214
Middle School Asst. (boys & girls)	4051	4408	4773	5140
<b>Track:</b>				
Varsity (boys & girls)	6861	7465	8068	8672
Varsity Asst. (boys & girls)	4613	4904	5847	6282
Middle School (boys & girls)	4033	4394	4752	5118
Middle School Asst. (boys & girls)	3796	4142	4477	4831
<b>Winter Track:</b> (boys & girls)	6237	6744	7277	7811
<b>Tennis:</b>				
Varsity (boys & girls)	5414	5899	6328	6799
J.V. (boys & girls)	4363	4726	5085	5444
Middle School (boys & girls)	4033	4394	4752	5118
<b>Golf:</b>				
Varsity (boys & girls)	5609	6018	6479	6961
<b>Swimming:</b>				
Varsity (boys & girls)	6861	7465	8068	8672
Varsity Asst. (boys & girls)	4105	4923	5526	6130
Middle School (boys & girls)	4033	4394	4752	5118
<b>Field Hockey:</b>				
Varsity	6861	7465	8068	8672
Varsity Asst.	4318	4919	5522	6123
J.V.	4464	4868	5253	5651
Middle School	4033	4394	4752	5118
Middle School Asst.	3796	4142	4477	4831
<b>Volleyball:</b>				
Varsity (boys & girls)	5824	6507	7189	7871
J.V. (boys & girls)	4612	5093	5580	6067
Middle School (boys & girls)	4033	4394	4752	5153

	Step 1	Step 2	Step 3	Step 4
<b>2022-23</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Softball</b>				
Varsity	7237	7889	8521	9163
Varsity Asst.	4397	4964	5532	6102
J.V.	4683	5086	5497	5910
Middle School	4033	4394	4752	5118
Middle School Asst.	3796	4142	4477	4820
<b>Bowling:</b>				
Varsity (boys & girls)	4163	4363	4530	4821
<b>Cheerleading:</b>				
Varsity Football	4163	4362	4583	4820
Varsity Basketball	4163	4362	4583	4820
J.V. Football	3796	3987	4187	4397
J.V. Basketball	3796	3987	4187	4397
Middle School Football	1192	1252	1314	1381
Middle School Basketball	1192	1252	1314	1381
<b>Crew:</b>				
Varsity	5342	5658	6017	6417
Varsity Asst.	4033	4398	4668	5125
<b>Intramurals:</b>				
20 week block	986	1064	1140	1207

	Step 1	Step 2	Step 3	Step 4
<b>2023-24</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Varsity Football:</b>				
Varsity Coach	8517	9274	10014	10768
Varsity Assistant	5670	6166	6668	7159
Middle School Head	4632	5042	5446	5850
Middle School Asst.	4385	4785	5168	5557
<b>Varsity Soccer:</b>				
Varsity Coach (boys & girls)	7032	7651	8269	8889
Varsity Asst. (boys & girls)	4426	5046	5664	6284
J.V. Soccer (boys & girls)	4576	4983	5384	5793
Middle School (boys & girls)	4134	4504	4871	5246
Middle School Asst. (boys & girls)	3891	4245	4589	4952
<b>Cross Country:</b>				
Varsity (boys & girls)	5750	6163	6641	7135
Middle School (boys & girls)	4134	4504	4871	5246
<b>Baseball:</b>				
Varsity	7418	8086	8734	9392
Varsity Asst.	4507	5088	5671	6255
JV Baseball	4800	5213	5634	6059
Middle School	4134	4504	4871	5246
Middle School Asst.	3891	4245	4589	4952
<b>Basketball:</b>				
Varsity (boys & girls)	7832	8533	9240	9966
Varsity Asst. (boys & girls)	4861	5518	6276	6822
J.V. (boys & girls)	5540	6040	6528	7026
Middle School (boys & girls)	4620	5030	5436	5850
<b>Wrestling:</b>				
Varsity	7841	8548	9392	9928
Varsity Asst.	4861	5518	6276	6820
J.V.	5310	5783	6260	6728
Middle School	4385	4785	5168	5557
Middle School Asst.	4140	4515	4891	5253
<b>Fencing:</b>				
Varsity (boys & girls)	5491	5934	6382	6822
Varsity Asst.(boys & girls)	4152	4519	4796	5266

	Step 1	Step 2	Step 3	Step 4
<b>2023-24</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Lacrosse:</b>				
Varsity (boys & girls)	7032	7651	8269	8889
Varsity Asst. (boys & girls)	4426	5046	5664	6284
J.V. Lacrosse (boys & girls)	5269	5739	6196	6668
J.V. Asst. Lacrosse (boys & girls)	4426	5042	5660	6276
Middle School Lacrosse (boys & girls)	4395	4786	5182	5345
Middle School Asst. (boys & girls)	4152	4519	4892	5268
<b>Track:</b>				
Varsity (boys & girls)	7032	7651	8269	8889
Varsity Asst. (boys & girls)	4729	5027	5993	6439
Middle School (boys & girls)	4134	4504	4871	5246
Middle School Asst. (boys & girls)	3891	4245	4589	4952
<b>Winter Track:</b> (boys & girls)	6392	6913	7459	8007
<b>Tennis:</b>				
Varsity (boys & girls)	5549	6047	6486	6969
J.V. (boys & girls)	4472	4844	5212	5580
Middle School (boys & girls)	4134	4504	4871	5246
<b>Golf:</b>				
Varsity (boys & girls)	5750	6168	6641	7135
<b>Swimming:</b>				
Varsity (boys & girls)	7032	7651	8269	8889
Varsity Asst. (boys & girls)	4207	5046	5664	6284
Middle School (boys & girls)	4134	4504	4871	5246
<b>Field Hockey:</b>				
Varsity	7032	7651	8269	8889
Varsity Asst.	4426	5042	5660	6276
J.V.	4576	4989	5384	5793
Middle School	4134	4504	4871	5246
Middle School Asst.	3891	4245	4589	4952
<b>Volleyball:</b>				
Varsity (boys & girls)	5969	6669	7369	8068
J.V. (boys & girls)	4728	5221	5719	6219
Middle School (boys & girls)	4134	4504	4871	5282

	Step 1	Step 2	Step 3	Step 4
<b>2023-24</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>

### **Softball:**

Varsity	<b>7418</b>	<b>8086</b>	<b>8734</b>	<b>9392</b>
Varsity Asst.	<b>4507</b>	<b>5088</b>	<b>5670</b>	<b>6255</b>
J.V.	<b>4800</b>	<b>5213</b>	<b>5634</b>	<b>6058</b>
Middle School	<b>4134</b>	<b>4504</b>	<b>4871</b>	<b>5246</b>
Middle School Asst.	<b>3891</b>	<b>4245</b>	<b>4589</b>	<b>4941</b>

### **Bowling:**

Varsity (boys & girls)	<b>4267</b>	<b>4472</b>	<b>4644</b>	<b>4942</b>
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### **Cheerleading:**

Varsity Football	<b>4267</b>	<b>4471</b>	<b>4697</b>	<b>4941</b>
Varsity Basketball	<b>4267</b>	<b>4471</b>	<b>4697</b>	<b>4941</b>
J.V. Football	<b>3891</b>	<b>4087</b>	<b>4291</b>	<b>4507</b>
J.V. Basketball	<b>3891</b>	<b>4087</b>	<b>4291</b>	<b>4507</b>
Middle School Football	<b>1222</b>	<b>1284</b>	<b>1347</b>	<b>1415</b>
Middle School Basketball	<b>1222</b>	<b>1284</b>	<b>1347</b>	<b>1415</b>

### **Crew:**

Varsity	<b>5476</b>	<b>5799</b>	<b>6167</b>	<b>6578</b>
Varsity Asst.	<b>4134</b>	<b>4508</b>	<b>4785</b>	<b>5253</b>

### **Intramurals:**

20 week block	<b>1011</b>	<b>1091</b>	<b>1168</b>	<b>1238</b>
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	Step 1	Step 2	Step 3	Step 4
<b>2024-25</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Varsity Football:</b>				
Varsity Coach	8730	9506	10264	11037
Varsity Assistant	5812	6320	6835	7338
Middle School Head	4747	5168	5582	5996
Middle School Asst.	4495	4904	5297	5696
<b>Varsity Soccer:</b>				
Varsity Coach (boys & girls)	7208	7843	8476	9111
Varsity Asst. (boys & girls)	4537	5172	5806	6441
J.V. Soccer (boys & girls)	4690	5107	5519	5937
Middle School (boys & girls)	4238	4616	4993	5377
Middle School Asst. (boys & girls)	3988	4351	4703	5075
<b>Cross Country:</b>				
Varsity (boys & girls)	5893	6317	6807	7314
Middle School (boys & girls)	4238	4616	4993	5377
<b>Baseball:</b>				
Varsity	7603	8289	8952	9626
Varsity Asst.	4619	5216	5813	6411
JV Baseball	4920	5344	5775	6210
Middle School	4238	4616	4993	5377
Middle School Asst.	3988	4351	4703	5075
<b>Basketball:</b>				
Varsity (boys & girls)	8028	8747	9471	10215
Varsity Asst. (boys & girls)	4983	5656	6433	6993
J.V. (boys & girls)	5678	6191	6691	7201
Middle School (boys & girls)	4735	5156	5572	5996
<b>Wrestling:</b>				
Varsity	8037	8762	9626	10176
Varsity Asst.	4983	5656	6433	6990
J.V.	5443	5927	6416	6897
Middle School	4495	4904	5297	5696
Middle School Asst.	4243	4628	5014	5384
<b>Fencing:</b>				
Varsity (boys & girls)	5628	6082	6541	6993
Varsity Asst. (boys & girls)	4256	4632	4916	5398

	Step 1	Step 2	Step 3	Step 4
<b>2024-25</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Lacrosse:</b>				
Varsity (boys & girls)	7208	7843	8476	9111
Varsity Asst. (boys & girls)	4537	5172	5806	6441
J.V. Lacrosse (boys & girls)	5401	5882	6351	6835
J.V. Asst. Lacrosse (boys & girls)	4537	5168	5802	6433
Middle School Lacrosse (boys & girls)	4505	4905	5312	5478
Middle School Asst. (boys & girls)	4256	4632	5015	5400
<b>Track:</b>				
Varsity (boys & girls)	7208	7843	8476	9111
Varsity Asst. (boys & girls)	4847	5153	6143	6600
Middle School (boys & girls)	4238	4616	4993	5377
Middle School Asst. (boys & girls)	3988	4351	4703	5075
<b>Winter Track:</b> (boys & girls)	6552	7085	7645	8207
<b>Tennis:</b>				
Varsity (boys & girls)	5688	6198	6648	7143
J.V. (boys & girls)	4584	4965	5342	5720
Middle School (boys & girls)	4238	4616	4993	5377
<b>Golf:</b>				
Varsity (boys & girls)	5893	6323	6807	7314
<b>Swimming:</b>				
Varsity (boys & girls)	7208	7843	8476	9111
Varsity Asst. (boys & girls)	4313	5172	5806	6441
Middle School (boys & girls)	4238	4616	4993	5377
<b>Field Hockey:</b>				
Varsity	7208	7843	8476	9111
Varsity Asst.	4537	5168	5802	6433
J.V.	4690	5114	5519	5937
Middle School	4238	4616	4993	5377
Middle School Asst.	3988	4351	4703	5075
<b>Volleyball:</b>				
Varsity (boys & girls)	6118	6836	7553	8270
J.V. (boys & girls)	4846	5351	5862	6375
Middle School (boys & girls)	4238	4616	4993	5414



	Step 1	Step 2	Step 3	Step 4
<b>2024-25</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Softball:</b>				
Varsity	7603	8289	8952	9626
Varsity Asst.	4619	5216	5812	6411
J.V.	4920	5344	5775	6209
Middle School	4238	4616	4993	5377
Middle School Asst.	3988	4351	4703	5064
<b>Bowling:</b>				
Varsity (boys & girls)	4373	4584	4760	5065
<b>Cheerleading:</b>				
Varsity Football	4373	4583	4815	5064
Varsity Basketball	4373	4583	4815	5064
J.V. Football	3988	4189	4399	4619
J.V. Basketball	3988	4189	4399	4619
Middle School Football	1253	1316	1381	1450
Middle School Basketball	1253	1316	1381	1450
<b>Crew:</b>				
Varsity	5613	5944	6322	6742
Varsity Asst.	4238	4621	4904	5384
<b>Intramurals:</b>				
20 week block	1036	1118	1198	1269

## **POST SEASON**

For extended athletic seasons, Varsity coaches shall be paid at the rate of \$144.09 for 2020/21; \$147.69 for 2021/22; \$151.38 for 2022/23; \$155.17 for 2023/24; and \$159.05 for 2024/25.

Varsity assistant coaches shall be paid at the rate of \$112.11 for 2020/21; \$114.91 for 2021/22; \$117.79 for 2022/23; \$120.73 for 2023/24; and \$123.75 for 2024/25. In the event that no assistant coach exists, the junior varsity head coach may be asked to assist in connection with an extended athletic season and shall be paid therefore at the rate of \$112.11 for 2020/21; \$114.91 for 2021/22; \$117.79 for 2022/23; \$120.73 for 2023/24; and \$123.75 for 2024/25.

## ARTICLE XXXVI

### REMUNERATION ON AN HOURLY BASIS

- A. 1. Teachers of homebound students shall be compensated at the rate of \$53.15 for 2020/21; \$54.48 for 2021/22; \$55.84 for 2022/23; \$57.24 for 2023/24; and \$58.67 for 2024/25 or the average of the Huntington Township School Districts, whichever is higher. These rates shall be in effect July 1<sup>st</sup> of each fiscal year.
2. No teacher shall be required to stay in the home with the child unless the parent or guardian is present. Should a parent or guardian not be present when the teacher arrives, he/she shall leave and be compensated for one hour.
- B. Teachers of driver education shall be compensated at the rate of \$50.72 for 2020/21; \$51.99 for 2021/22; \$53.29 for 2022/23; \$54.62 for 2023/24; and \$55.99 for 2024/25.
- C. Chaperones, persons in charge of games and after school detention shall be compensated at the rate of \$34.40 for 2020/21; \$35.26 for 2021/22; \$36.14 for 2022/23; \$37.05 for 2023/24; and \$37.97 for 2024/25, or the average of the Huntington Township School Districts, whichever is higher.
- Chaperones who participate in school Board-approved overnight field trips in connection with groups for which they are not receiving compensation as advisors, shall be compensated with a per-diem stipend of \$62.40 for 2020/21; \$63.96 for 2021/22; \$65.56 for 2022/23; \$67.20 for 2023/24; and \$68.88 for 2024/25 in addition to any regular salary that may be due.
- D. All other hourly rated jobs shall be compensated at the rate of \$18.77 per hour for 2020/21; \$19.24 per hour for 2021/22; \$19.72 per hour for 2022/23; \$20.21 per hour for 2023/24; \$20.72 per hour for 2024/25, or the average of the Huntington Township School Districts, whichever is higher.
- E. **Supervisor of Cafeteria Aides:** At the option of the district, the position of Supervisor of Cafeteria Aides may be offered to the teachers of the building where the position is to be performed. The offering shall be made only by posting in the particular building. The acceptance of the position shall be solely on a voluntary basis. The fact that a teacher may volunteer shall not require the building principal to assign the teacher to the position. A position that is filled as herein provided may be terminated by either the teacher or building principal giving two weeks' notice to the other, unless terminated sooner by mutual agreement between them. The teacher assigned to the position shall be compensated at the rate \$32.45 per hour for 2020/21; \$33.26 per hour for 2021/22; \$34.09 per hour for 2022/23; \$34.95 per hour for 2023/24; \$35.82 per hour for 2024/25 per period of supervision.
- F. Teachers who develop and deliver professional development approved by the Superintendent of Schools or designee shall be paid for delivery and preparation time in the amount of \$53.15 per hour for 20/21; \$54.48 per hour for 21/22; \$55.84 per hour for

22/23; \$57.24 per hour for 23/24; and \$58.67 per hour for 24/25. The time authorized for preparation shall be determined by the Superintendent of Schools or designee. This amount to be improved in accordance with Section 3 of this Agreement.

**ARTICLE XXXVII**  
**OTHER POSITIONS - SPECIAL PROGRAMS**

All positions not covered in other articles in this Agreement shall continue to receive their present additional stipend for such service as long as the present incumbent remains in the position or until the position is discontinued, whichever first occurs.

## **ARTICLE XXXVIII MISCELLANEOUS**

- A. The Board shall observe American Education Week by distributing comprehensive educational information to the community on the advantages of education in Huntington U.F.S.D. schools.
- B. The Board agrees to make available a list of available rooms, apartments and houses to teachers new to the district. This list will contain only housing where the landlord has agreed to accept any teacher of Huntington U.F.S.D. without discrimination on the basis of race or religion.
- C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

The parties recognize that the Board of Education, elected by the citizens of Huntington U.F.S.D., is a public body established under the laws of the State of New York, with duties and responsibilities provided by law. Nothing contained herein shall be construed to prevent the Board or its officers from the discharge of their duties and responsibilities in accordance with law. Nor shall anything herein be construed to be in conflict with the existing policies or procedures of the Board unless such policies or procedures have been specifically altered by the terms of this Agreement.

- D. This Agreement constitutes Board policy for the term of said Agreement, and the Board will carry out commitments contained herein and give them full force and effect as Board policies. The Board will take such action as may be necessary in order to give full force and effect to the provisions of the Agreement.
- E. The Board shall not adopt or modify an official written policy affecting teachers' salaries, hours or other terms and conditions of employment unless it shall first notify the Association of such proposed change and give it an opportunity to negotiate thereon. The same restriction shall apply to the power of the Superintendent to promulgate new or changed rules and regulations affecting teachers' salaries, hours or other terms and conditions of employment. However, this provision shall in no way vary, modify or supersede the next to the last paragraph of Article XXIII.
- F. The Association and the Superintendent agree to notify each other promptly of the names of all persons who are to serve as representatives of the Association or as members of any committee or in any other capacity provided for in or contemplated by the provisions of this Agreement.
- G. Teachers shall have annual x-ray or Tine examinations. However, a teacher shall not be required to submit to an x-ray during any given year if he/she has a doctor's note stating that it would be harmful to him/her.

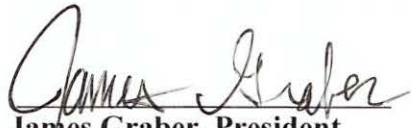
- H. Smoking by teachers is prohibited at all times in all buildings and in designated areas of the grounds of the Huntington Union Free School District. Nothing in the above shall prevent a teacher from smoking in a personal vehicle on school property.
- I. While building and/or classroom renovations may occur during the workday, the Board will take reasonable steps to control noise levels and toxicity of materials.

**ARTICLE XXXIX  
DURATION**

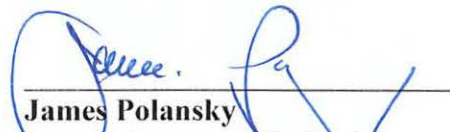
This agreement shall become effective as of July 1, 2020 and shall continue in effect through June 30, 2025.

**IN WITNESS WHEREOF**, the parties hereto have signed this Agreement this day of March 17 2023.

**ASSOCIATED TEACHERS OF  
HUNTINGTON AFT LOCAL 2474**

  
James Graber, President

**BOARD OF EDUCATION  
HUNTINGTON UNION FREE  
SCHOOL DISTRICT**

  
James Polansky  
Superintendent of Schools



# **LONGEVITY SCHEDULE**

## **EXHIBIT 1**

Step on Salary Schedule as of 6/30/22	Effective 7/1/22, will Receive the 1 <sup>st</sup> longevity payment during the school year following the completion of X amount of years of service	Effective 7/1/22, will receive the 2 <sup>nd</sup> longevity payment during the school year following the completion of X amount of years of service	Effective 7/1/22, will receive the 3 <sup>rd</sup> longevity payment during the school year following the completion of X amount of years of service.
1	16	19	23
2	15	18	22
3	14	17	21
4	13	16	20
5	12	15	19
6	11	14	18
7	10	13	17
8	9	12	16
9	8	11	15
10	7	10	14
11	6	9	13
12	5	8	12
13	4	7	11
14	3	6	10
15	2	5	9
16	1	4	8
17	22-23	3	7
18	N/A	N/A	NA
19	Already Receiving	2	6
20	Already Receiving	1	5
21	Already Receiving	22-23	4
22	N/A	N/A	N/A
23	Already Receiving	Already Receiving	3
24	Already Receiving	Already Receiving	2
25	Already Receiving	Already Receiving	1
26	Already Receiving	Already Receiving	22-23
27	N/A	N/A	N/A
28	Already Receiving	Already Receiving	Already Receiving
29	Already Receiving	Already Receiving	Already Receiving
30	Already Receiving	Already Receiving	Already Receiving

Exhibit 2

	2021-2022 Level/column	2021-2022 STEP		22-23 NEWLY ADOPTED SCH STEP
	I	1.00		3
	I	2.00		4
	I	3.00		5
	I	4.00		7
	II	1.00		3
	II	3.00		5
	III	3.00		5
	IV	1.00		3
	IV	2.00		4
	IV	3.00		5
	IV	4.00		7
	IV	5.00		8
	IV	6.00		10
	IV	7.00		11
	IV	8.00		13
	IV	9.00		14
	IV	12.00		18
	IV	14.00		20
	IV	15.00		22
	IV	16.00		23
	IV	17.00		23
	IV	19.00		23
	IV	19.50		24
	IV	20.00		25
	IV	21.00		25
	IV	24.00		25
	IX	12.00		15
	IX	13.00		16
	IX	15.00		19
	IX	17.00		20
	IX	19.00		20
	IX	24.00		22
	IX	29.00		24
	IX	30.00		25
	V	2.00		4
	V	3.00		5
	V	4.00		7
	V	5.00		8
	V	6.00		10
	V	7.00		11

V	8.00	13
V	9.00	14
V	11.00	16
V	13.00	18
V	14.00	20
V	15.00	21
V	15.50	22
V	16.00	23
V	16.50	23
V	17.00	23
V	17.50	23
V	19.00	23
V	20.00	25
V	23.00	25
V	24.00	25
VI	3.00	5
VI	4.00	7
VI	5.00	8
VI	6.00	9
VI	7.00	10
VI	8.00	12
VI	9.00	13
VI	10.00	15
VI	11.00	16
VI	12.00	17
VI	13.00	18
VI	13.50	18
VI	14.00	19
VI	15.00	20
VI	16.00	22
VI	17.00	22
VI	18.00	22
VI	19.00	22
VI	20.50	24
VI	23.00	24
VI	23.50	24
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VI	24.50	25
VI	25.00	25
VI	27.50	25
VI	28.00	25
VI	29.00	26
VI	35.00	28
VII	4.00	7
VII	5.00	7

VII	5.00	7
VII	6.00	9
VII	7.00	10
VII	8.00	12
VII	9.00	13
VII	9.50	14
VII	10.00	14
VII	10.50	15
VII	11.00	15
VII	14.00	18
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VII	16.00	21
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VII	23.00	23
VII	24.00	23
VII	25.00	25
VII	28.00	25
VIII	5.00	7
VIII	6.00	9
VIII	8.00	11
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	VIII	25.00		24
	VIII	26.00		24
	VIII	26.50		24
	VIII	28.00		24
	VIII	28.50		25
	VIII	29.00		25
	VIII	30.00		26
	VIII	31.00		26
	VIII	31.50		26
	VIII	32.00		26
	VIII	34.00		26
	VIII	35.00		26
	VIII	36.00		26

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