

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

2017 - 2020

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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 1st for Fall semester sessions and on or before September 1st for Spring semester sessions.

ARTICLE V

TEACHING HOURS AND TEACHING LOAD

- A. The length of the teaching day shall be 7 hours. Effective July 1, 2017, 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 10th 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 182 days. Effective for the 2018/19 school year and thereafter, 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. 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. Effective July 1, 2017 and thereafter, notwithstanding the provisions of the 4th 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. 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. Effective July 1, 2017 and thereafter, 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.
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 1st**.

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 1st and August 31st shall be deemed first eligible as of the preceding June 30th and shall be required to retire effective said June 30th in order to be eligible for the benefits referred to in this Article.

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 1st 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 1st 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, AGENCY FEE 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

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.

Signature

Date

B. Agency Fee

The District shall notify all employees who are currently on the payroll within the titles covered by this Agreement that those employees who are not members of the union shall have deducted from their salaries an agency fee.

Every employee appointed after the effective date of this provision who does not join the Union at the time of appointment shall have an agency fee deducted. If the employee joins the Union, such agency fee deduction shall be discontinued on the same date the dues checkoff authorization takes effect. The Union shall be obligated to immediately provide the district with the name of any employee in connection with whom such agency fee deduction should be discontinued.

An employee who terminates Union membership shall have deducted from his/her salary an agency fee. Such agency fee shall be effective on the same date as the revocation of authorization for dues deduction takes effect.

The agency fee for each employee covered by this Agreement shall be deducted from the employee's regular paycheck only and shall be an amount equal to the periodic dues levied by the Union for employees in the affected titles as currently checked off by the school district and, except as referred to in this article, shall be deducted in accordance with the same rules and procedures currently employed by the district in connection with the authorized dues deduction. The Union shall certify to the school district the appropriate amount of rate for the agency fee deduction.

Changes in the amount of any agency fee deduction shall be effective at the same times as is the practice with change in membership dues deductions. Requests for changes in the rate of dues deduction shall be deemed to be a request for a change in the agency fee.

Upon receipt by the school district of notice of change in the amount of the agency fee deductions, employees having the agency fee deducted shall be notified in writing by the payroll office of the change in the amount to be deducted periodically and the date on which such new deduction will begin. A copy of this notice shall be sent to the Union.

The Union shall refund to the employees any agency fees wrongfully deducted and transmitted to the Union.

No assessments of any kind or nature will be collected through the agency fee deduction.

The district shall not be liable in the operation of the agency fee deduction for any mistake or error of judgment or any other act of omission or commission and the Union agrees for itself, its successors and assigns to at all times indemnify the district and/or the Board of Education against any and all claims, suits, actions, costs, charges and expenses and against all liability and losses and damages of any nature whatsoever that the district and/or the Board of Education shall or may at any time sustain or be put to by reason of the inclusion of the above Agency Fee article in the collective bargaining agreement between the Union and the District. In addition, upon request by the Board of Education, the Union will provide an attorney to defend the Board in any claim against the Board arising out of the deduction and transmittal of Agency Fee as referred to above. Should the Board decide to retain its own counsel in such action, the Union will not be liable for the Board's attorneys' fees.

The Union affirms that it will establish and will maintain a procedure which provides for a refund as provided by law. The maintenance of such a procedure is a condition for the continuance of the agency fee deduction.

Such monies collected under Paragraph B, considered to be agency fee dues to the Union, shall be promptly transferred to the ATH.

- C. 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.
- D. 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)

The parties agree that salaries for the school year 2017-18 shall be paid pursuant to the following schedule:

TEACHERS' SALARY SCHEDULE									
2017/2018									
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	Ph.D.
Step	I	II	III	IV	V	VI	VII	VIII	IX
1	\$51,000	\$52,930	\$55,260	\$58,515	\$60,755	\$63,750	\$66,710	\$70,165	\$73,445
2	\$52,725	\$54,665	\$57,045	\$60,505	\$62,780	\$65,750	\$68,700	\$72,470	\$75,755
3	\$54,720	\$56,695	\$59,000	\$62,845	\$65,135	\$68,085	\$71,110	\$75,090	\$78,390
4	\$57,055	\$58,990	\$61,340	\$65,505	\$67,750	\$70,725	\$73,680	\$77,790	\$81,075
5	\$59,370	\$61,340	\$63,725	\$68,140	\$70,395	\$73,425	\$76,335	\$80,425	\$83,700
6	\$61,340	\$63,725	\$66,075	\$70,790	\$73,440	\$76,035	\$79,045	\$83,050	\$86,330
7	\$63,725	\$66,075	\$68,345	\$73,440	\$76,135	\$78,665	\$81,685	\$85,780	\$89,025
8	\$66,075	\$68,350	\$70,730	\$76,135	\$78,805	\$81,370	\$84,305	\$88,435	\$91,675
9	\$68,350	\$70,730	\$73,125	\$78,805	\$81,455	\$84,015	\$86,985	\$91,085	\$94,325
10	\$70,730	\$73,095	\$75,430	\$81,455	\$84,090	\$86,670	\$89,660	\$93,970	\$97,340
11	\$70,730	\$75,430	\$77,800	\$83,700	\$86,330	\$89,365	\$92,270	\$96,945	\$100,255
12	\$70,730	\$77,800	\$80,145	\$86,485	\$89,175	\$92,175	\$95,090	\$99,950	\$103,205
13	\$70,730	\$80,145	\$82,525	\$89,405	\$92,065	\$95,080	\$98,055	\$102,905	\$106,710
14	\$70,730	\$82,525	\$84,855	\$92,435	\$95,080	\$98,055	\$101,040	\$105,900	\$109,160
15	\$70,730	\$84,855	\$87,200	\$95,400	\$98,055	\$101,040	\$104,055	\$108,990	\$112,345
16	\$70,730	\$87,605	\$89,930	\$98,870	\$101,655	\$104,620	\$107,580	\$112,630	\$115,955
17	\$70,730	\$87,605	\$89,930	\$98,870	\$101,655	\$104,620	\$107,580	\$112,630	\$115,955
*18	\$70,730	\$87,605	\$89,930	\$98,870	\$101,655	\$104,620	\$107,580	\$112,630	\$115,955
19	\$70,730	\$87,605	\$89,930	\$98,870	\$101,655	\$104,620	\$107,580	\$112,630	\$115,955
20	\$70,730	\$91,925	\$94,290	\$103,830	\$106,455	\$110,060	\$113,005	\$117,525	\$120,795
21	\$70,730	\$91,925	\$94,290	\$103,830	\$106,455	\$110,060	\$113,005	\$117,525	\$120,795
*22	\$70,730	\$91,925	\$94,290	\$103,830	\$106,455	\$110,060	\$113,005	\$117,525	\$120,795
23	\$70,730	\$91,925	\$94,290	\$103,830	\$106,455	\$110,060	\$113,005	\$117,525	\$120,795
24	\$70,730	\$91,925	\$94,290	\$103,830	\$106,455	\$110,060	\$113,005	\$117,525	\$120,795
25	\$70,730	\$95,375	\$97,765	\$107,235	\$109,950	\$113,545	\$116,500	\$120,970	\$124,290
26	\$70,730	\$95,375	\$97,765	\$107,235	\$109,950	\$113,545	\$116,500	\$120,970	\$124,290
*27	\$70,730	\$95,375	\$97,765	\$107,235	\$109,950	\$113,545	\$116,500	\$120,970	\$124,290
28	\$70,730	\$95,375	\$97,765	\$107,235	\$109,950	\$113,545	\$116,500	\$120,970	\$124,290
29	\$70,730	\$95,375	\$97,765	\$107,235	\$109,950	\$113,545	\$116,500	\$120,970	\$124,290
30	\$70,730	\$98,810	\$101,170	\$110,655	\$113,355	\$116,955	\$119,885	\$124,380	\$127,680

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 - \$761

At Step 23 - \$326 (total \$1,087)

At Step 28 - \$545 (total \$1,632)

The parties agree that salaries for the school year 2018-19 shall be paid pursuant to the following schedule:

TEACHERS' SALARY SCHEDULE									
2018/19									
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	Ph.D.
Step	I	II	III	IV	V	VI	VII	VIII	IX
1	\$51,510	\$53,460	\$55,815	\$59,100	\$61,365	\$64,390	\$67,375	\$70,865	\$74,180
2	\$53,250	\$55,210	\$57,615	\$61,110	\$63,410	\$66,410	\$69,385	\$73,195	\$76,515
3	\$55,265	\$57,260	\$59,590	\$63,475	\$65,785	\$68,765	\$71,820	\$75,840	\$79,175
4	\$57,625	\$59,580	\$61,955	\$66,160	\$68,430	\$71,430	\$74,415	\$78,570	\$81,885
5	\$59,965	\$61,955	\$64,360	\$68,820	\$71,100	\$74,160	\$77,100	\$81,230	\$84,535
6	\$61,955	\$64,360	\$66,735	\$71,500	\$74,175	\$76,795	\$79,835	\$83,880	\$87,195
7	\$64,360	\$66,735	\$69,030	\$74,175	\$76,895	\$79,450	\$82,500	\$86,640	\$89,915
8	\$66,735	\$69,035	\$71,435	\$76,895	\$79,595	\$82,185	\$85,150	\$89,320	\$92,590
9	\$69,035	\$71,435	\$73,855	\$79,595	\$82,270	\$84,855	\$87,855	\$91,995	\$95,270
10	\$71,435	\$73,825	\$76,185	\$82,270	\$84,930	\$87,535	\$90,555	\$94,910	\$98,315
11	\$71,435	\$76,185	\$78,580	\$84,535	\$87,195	\$90,260	\$93,195	\$97,915	\$101,260
12	\$71,435	\$78,580	\$80,945	\$87,350	\$90,065	\$93,095	\$96,040	\$100,950	\$104,235
13	\$71,435	\$80,945	\$83,350	\$90,300	\$92,985	\$96,030	\$99,035	\$103,935	\$107,270
14	\$71,435	\$83,350	\$85,705	\$93,360	\$96,030	\$99,035	\$102,050	\$106,960	\$110,250
15	\$71,435	\$85,705	\$88,070	\$96,355	\$99,035	\$102,050	\$105,095	\$110,080	\$113,470
16	\$71,435	\$88,480	\$90,830	\$99,860	\$102,670	\$105,665	\$108,655	\$113,755	\$117,115
17	\$71,435	\$88,480	\$90,830	\$99,860	\$102,670	\$105,665	\$108,655	\$113,755	\$117,115
*18	\$71,435	\$88,480	\$90,830	\$99,860	\$102,670	\$105,665	\$108,655	\$113,755	\$117,115
19	\$71,435	\$88,480	\$90,830	\$99,860	\$102,670	\$105,665	\$108,655	\$113,755	\$117,115
20	\$71,435	\$92,845	\$95,235	\$104,870	\$107,520	\$111,160	\$114,135	\$118,700	\$122,005
21	\$71,435	\$92,845	\$95,235	\$104,870	\$107,520	\$111,160	\$114,135	\$118,700	\$122,005
*22	\$71,435	\$92,845	\$95,235	\$104,870	\$107,520	\$111,160	\$114,135	\$118,700	\$122,005
23	\$71,435	\$92,845	\$95,235	\$104,870	\$107,520	\$111,160	\$114,135	\$118,700	\$122,005
24	\$71,435	\$92,845	\$95,235	\$104,870	\$107,520	\$111,160	\$114,135	\$118,700	\$122,005
25	\$71,435	\$96,330	\$98,745	\$108,305	\$111,050	\$114,680	\$117,665	\$122,180	\$125,535
26	\$71,435	\$96,330	\$98,745	\$108,305	\$111,050	\$114,680	\$117,665	\$122,180	\$125,535
*27	\$71,435	\$96,330	\$98,745	\$108,305	\$111,050	\$114,680	\$117,665	\$122,180	\$125,535
28	\$71,435	\$96,330	\$98,745	\$108,305	\$111,050	\$114,680	\$117,665	\$122,180	\$125,535
29	\$71,435	\$96,330	\$98,745	\$108,305	\$111,050	\$114,680	\$117,665	\$122,180	\$125,535
30	\$71,435	\$99,800	\$102,180	\$111,760	\$114,490	\$118,125	\$121,085	\$125,625	\$128,955

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 - \$761

At Step 23 - \$326 (total \$1,087)

At Step 28 - \$545 (total \$1,632)

The parties agree that salaries for the school year 2019-2020 shall be paid pursuant to the following schedule:

TEACHERS' SALARY SCHEDULE									
2019/20									
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	Ph.D.
Step	I	II	III	IV	V	VI	VII	VIII	IX
1	\$52,025	\$53,995	\$56,375	\$59,690	\$61,980	\$65,035	\$68,050	\$71,575	\$74,920
2	\$53,785	\$55,760	\$58,190	\$61,720	\$64,045	\$67,075	\$70,080	\$73,925	\$77,280
3	\$55,820	\$57,835	\$60,185	\$64,110	\$66,445	\$69,455	\$72,540	\$76,600	\$79,965
4	\$58,200	\$60,175	\$62,575	\$66,820	\$69,115	\$72,145	\$75,160	\$79,355	\$82,705
5	\$60,565	\$62,575	\$65,005	\$69,510	\$71,810	\$74,900	\$77,870	\$82,040	\$85,380
6	\$62,575	\$65,005	\$67,400	\$72,215	\$74,915	\$77,565	\$80,635	\$84,720	\$88,065
7	\$65,005	\$67,400	\$69,720	\$74,915	\$77,665	\$80,245	\$83,325	\$87,505	\$90,815
8	\$67,400	\$69,725	\$72,150	\$77,665	\$80,390	\$83,005	\$86,000	\$90,215	\$93,515
9	\$69,725	\$72,150	\$74,595	\$80,390	\$83,095	\$85,705	\$88,735	\$92,915	\$96,225
10	\$72,150	\$74,565	\$76,945	\$83,095	\$85,780	\$88,410	\$91,460	\$95,860	\$99,300
11	\$72,150	\$76,945	\$79,365	\$85,380	\$88,065	\$91,165	\$94,125	\$98,895	\$102,275
12	\$72,150	\$79,365	\$81,755	\$88,225	\$90,965	\$94,025	\$97,000	\$101,960	\$105,275
13	\$72,150	\$81,755	\$84,185	\$91,205	\$93,915	\$96,990	\$100,025	\$104,075	\$108,345
14	\$72,150	\$84,185	\$86,560	\$94,295	\$96,990	\$100,025	\$103,070	\$108,030	\$111,355
15	\$72,150	\$86,560	\$88,950	\$97,320	\$100,025	\$103,070	\$106,145	\$111,180	\$114,605
16	\$72,150	\$89,365	\$91,740	\$100,860	\$103,695	\$106,720	\$109,740	\$114,895	\$118,285
17	\$72,150	\$89,365	\$91,740	\$100,860	\$103,695	\$106,720	\$109,740	\$114,895	\$118,285
*18	\$72,150	\$89,365	\$91,740	\$100,860	\$103,695	\$106,720	\$109,740	\$114,895	\$118,285
19	\$72,150	\$89,365	\$91,740	\$100,860	\$103,695	\$106,720	\$109,740	\$114,895	\$118,285
20	\$72,150	\$93,775	\$96,185	\$105,920	\$108,595	\$112,270	\$115,275	\$119,885	\$123,225
21	\$72,150	\$93,775	\$96,185	\$105,920	\$108,595	\$112,270	\$115,275	\$119,885	\$123,225
*22	\$72,150	\$93,775	\$96,185	\$105,920	\$108,595	\$112,270	\$115,275	\$119,885	\$123,225
23	\$72,150	\$93,775	\$96,185	\$105,920	\$108,595	\$112,270	\$115,275	\$119,885	\$123,225
24	\$72,150	\$93,775	\$96,185	\$105,920	\$108,595	\$112,270	\$115,275	\$119,885	\$123,225
25	\$72,150	\$97,295	\$99,730	\$109,390	\$112,160	\$115,825	\$118,840	\$123,400	\$126,790
26	\$72,150	\$97,295	\$99,730	\$109,390	\$112,160	\$115,825	\$118,840	\$123,400	\$126,790
*27	\$72,150	\$97,295	\$99,730	\$109,390	\$112,160	\$115,825	\$118,840	\$123,400	\$126,790
28	\$72,150	\$97,295	\$99,730	\$109,390	\$112,160	\$115,825	\$118,840	\$123,400	\$126,790
29	\$72,150	\$97,295	\$99,730	\$109,390	\$112,160	\$115,825	\$118,840	\$123,400	\$126,790
30	\$72,150	\$100,800	\$103,200	\$112,880	\$115,635	\$119,305	\$122,295	\$126,880	\$130,245

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 - \$761

At Step 23 - \$326 (total \$1,087)

At Step 28 - \$545 (total \$1,632)

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 2017, 2018 and 2019 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.

Summer School		2017-18	2018-19	2019-20
Periods	Step	1.00%	1.00%	1.00%
1	1	\$2,023	\$2,043	\$2,063
	2	\$2,207	\$2,229	\$2,251
	3	\$2,381	\$2,405	\$2,429
	4	\$2,552	\$2,578	\$2,604
	5	\$2,733	\$2,760	\$2,788
2	1	\$4,059	\$4,100	\$4,141
	2	\$4,408	\$4,452	\$4,497
	3	\$4,760	\$4,808	\$4,856
	4	\$5,112	\$5,163	\$5,215
	5	\$5,471	\$5,526	\$5,581
3	1	\$6,631	\$6,697	\$6,764
	2	\$7,208	\$7,280	\$7,353
	3	\$7,790	\$7,868	\$7,947
	4	\$8,357	\$8,441	\$8,525
	5	\$8,937	\$9,026	\$9,116

- 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.

ARTICLE XXXIII

STIPENDS FOR EXTRA DUTIES

- A.
 - 1. A **Department Coordinator** shall receive a stipend of \$414 per year for 2017-18; \$418 for 2018-19; and \$422 for 2019/20 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 \$198 per person in their department for 2017-18; \$200 per person in their department for 2018-19; and \$202 per person in their department for 2019-20.
- B. **Guidance Counselors**
 - 1. Guidance counselors are paid on basic teachers' salary schedules plus a stipend of \$1,206 for 2017-18; \$1,218 for 2018-19; and \$1,230 for 2019-20 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 \$168.40 for 2017-18; \$170.08 for 2018-19; and \$171.78 for 2019-20 for each such session.

ARTICLE XXXIV STIPENDS FOR EXTRACURRICULAR ACTIVITIES

	2017-18	2018-19	2019-20
	1.00%	1.00%	1.00%

HUNTINGTON HIGH SCHOOL

A World of Difference	1810	1828	1846
Athletic Training Club	2442	2466	2491
Brainstormers	1338	1351	1365
Class Advisors:			
Freshman	2440	2464	2489
Sophomore	2440	2464	2489
Junior	2440	2464	2489
Senior	2440	2464	2489
Computer Club	1339	1352	1366
Creative Crafts	1338	1351	1365
Drama	9741	9838	9936
Etcetera	1324	1337	1350
Gay and Straight Alliance	1339	1352	1366

Grandfriends	1338	1351	1365
Habitat for Humanity	1338	1351	1365
Honor Society			
Art Honor Society	1193	1205	1217
English Honor Society	1227	1239	1251
French Honor Society	1227	1239	1251
Italian Honor Society	1227	1239	1251
Latin Honor Society	1227	1239	1251
Math Honor Society	1338	1351	1365
National Honor Society	2815	2843	2871
Science Honor Society	1338	1351	1365
Social Studies Honor Society			
Spanish Honor Society	1227	1239	1251
HOPE	1338	1351	1365
Horticulture	1339	1352	1366
Independent Study Advisors:			
1-10 students	925	934	943
11-20 students	1448	1462	1477
21-30 students	2161	2183	2205
31-40 students	2744	2771	2799
Interact	1731	1748	1765
Key Club	2151	2173	2195
Make-A-Wish	1338	1351	1365
Mathletes:			
Grades 10 - 12	1851	1870	1889
Grade 9	1851	1870	1889
Mentathalon (per teacher)	453	458	463
Natural Helpers	2629	2655	2682
Newspaper: 2 Components			
Literary	3303	3336	3369
Printing	1236	1248	1260
Nutrition & Fitness	1303	1316	1329
Physics Club	2210	2232	2254
Portfolio Club	1339	1352	1366
Robotics Club	5177	5229	5281
Rock & Wrap-It-Up	1339	1352	1366
S.A.D.D.	1434	1448	1462
Science Research	2210	2232	2254
Social Issues	1338	1351	1365
Social Justice	1339	1352	1366

Stage Crew	3544	3579	3615
Step Team	1339	1352	1366
Student Government Advisor	3392	3426	3460
Students for World Unity	2815	2843	2871
Triathlon	1303	1316	1329
Video	3495	3530	3565

Yearbook: 4 Components

Art:	1988	2008	2028
Business:	1542	1557	1573
Literary:	5315	5368	5422
Photographic:	<u>1704</u>	<u>1721</u>	<u>1738</u>
TOTAL STIPEND	10549	10654	10761

Art Coordinator	4813	4861	4910
Physical Education Coordinator	4813	4861	4910

MUSIC

All District Chorus	2068	2089	2110
Honors Band Director	2012	2032	2052
Honors Orchestra Director	2012	2032	2052

FINLEY

Art	1264	1277	1290
Audio Video	3706	3743	3780
Banana Splits	1264	1277	1290
Community	1264	1277	1290
Dance Team	1264	1277	1290
Drama/Musical	3974	4014	4054
Assistant Drama/Musical	2649	2675	2702
Environmental	1264	1277	1290
Honor Society	1851	1870	1889
Leaders	1264	1277	1290
Literary Magazine	1264	1277	1290
Math Counts Adv.	1851	1870	1889
Mathletes 7	1851	1870	1889
Mathletes 8	1851	1870	1889
Newspaper Literary Adv.	1796	1814	1832
Photography	1796	1814	1832
Robotics	2051	2072	2093
School Store	3428	3462	3497
Stage Crew (3)	1744	1761	1779
Student Government Adv.	3392	3426	3460

Telecommunication	1264	1277	1290
Yearbook Advisor	2251	2274	2297
Yorker Club	1264	1277	1290

FINLEY MUSIC

Show Choir	2630	2656	2683
Honor Strings Ensemble	2630	2656	2683
Jazz Ensemble	2630	2656	2683
Wind Ensemble	2630	2656	2683
Tri-M Music Honor Society	886	895	904

ELEMENTARY/SECONDARY SCHOOLS

Elementary A-V Coordinators:

Flower Hill Primary	2094	2115	2136
Jack Abrams Intermediate	2094	2115	2136
Jefferson Primary	2094	2115	2136
Southdown Primary	2094	2115	2136
Washington Primary	2094	2115	2136
Woodhull Intermediate	2094	2115	2136

Woodhull & Jack Abrams Stem

Art Club:	825	833	841
Computer Club	1031	1041	1051
Drama:			
Director	1682	1699	1716
Assistant Director	1160	1172	1184
School Newspaper:	1797	1815	1833
School of Rock	1269	1282	1295
Stage Crew	776	784	792
Student Government:	3394	3428	3462

MUSIC:**2017-18 2018-19 2019-20****1.00% 1.00% 1.00%****Marching Band Director-Summer 5001 5051 5102****Marching Band Director-Fall 6767 6835 6903****Asst. Marching Band Dir-Summer 3268 3301 3334****Asst. Marching Band Dir-Fall 4749 4796 4844****Color Guard Design - Summer Only 2045 2065 2086****Color Guard Instructor (Lead) - Summer 2279 2302 2325****Color Guard Instructor (Lead) - Fall 2279 2302 2325****Color Guard Instructor - Summer 2045 2065 2086****Color Guard Instructor - Fall 2045 2065 2086**

Visual Instructor - Summer	2045	2065	2086
Visual Instructor - Fall	2045	2065	2086
Drill Design - Summer Only	2045	2065	2086
Pit Instructor - Summer	2279	2302	2325
Pit Instructor - Fall	2279	2302	2325
Battery Instructor - Summer	2279	2302	2325
Battery Instructor - Fall	2279	2302	2325
Woodwind Instructor - Summer	2045	2065	2086
Woodwind Instructor - Fall	2045	2065	2086
Brass Instructor - Summer	2045	2065	2086
Brass Instructor - Fall	2045	2065	2086
Instructor Misc. - Summer	2045	2065	2086
Instructor Misc. - Fall	2045	2065	2086

Pit Design - Summer Only	1023	1033	1043
Battery Design - Summer Only	1023	1033	1043
Pep Band Director - Fall Only	511	516	521
Percussion Arranger	1316	1329	1342
Winter Percussion	2630	2656	2683
Winter Guard	2630	2656	2683
Jazz Ensemble	2630	2656	2683
Jazz Choir	2630	2656	2683
High Stepper Advisor	4919	4968	5018
High Stepper Asst.	3783	3821	3859
Musical:			
Instrumental Dir.	1264	1277	1290
Choral Dir.	1264	1277	1290
Chamber Orchestra	2630	2656	2683
Percussion Arranger	1316	1329	1342
Winter Percussion	2630	2656	2683
Winter Guard	2630	2656	2683
Jazz Ensemble	2630	2656	2683
Jazz Choir	2630	2656	2683
High Stepper Advisor	4919	4968	5018
High Stepper Asst.	3783	3821	3859
Musical:			
Instrumental Dir.	1264	1277	1290
Choral Dir.	1264	1277	1290
Chamber Orchestra	2630	2656	2683
Stage Band	2630	2656	2683
Tri-M Music Honor Society	1339	1352	1366
Wind Ensemble	2630	2656	2683
Stage Band	2630	2656	2683
Tri-M Music Honor Society	1339	1352	1366
Wind Ensemble	2630	2656	2683

**ARTICLE XXXV
STIPENDS FOR COACHES**

2017-18

	Step 1	Step 2	Step 3	Step 4
	1.00%	1.00%	1.00%	1.00%
Varsity Football:				
Varsity Coach	7695	8379	9049	9730
Varsity Assistant	5123	5571	6025	6469
Middle School Head	4185	4555	4920	5286
Middle School Asst.	3962	4323	4669	5021
Varsity Soccer:				
Varsity Coach (boys & girls)	6353	6913	7472	8032
Varsity Asst. (boys & girls)	3999	4559	5118	5678
J.V. Soccer (boys & girls)	4134	4503	4865	5234
Middle School (boys & girls)	3735	4069	4401	4740
Middle School Asst. (boys & girls)	3515	3836	4146	4474
Cross Country:				
Varsity (boys & girls)	5195	5568	6000	6448
Middle School (boys & girls)	3735	4069	4401	4740
Baseball:				
Varsity	6702	7306	7891	8485
Varsity Asst.	4072	4598	5124	5651
JV Baseball	4337	4710	5091	5474
Middle School	3735	4069	4401	4740
Middle School Asst.	3515	3836	4146	4474
Basketball:				
Varsity (boys & girls)	7077	7710	8349	9004
Varsity Asst. (boys & girls)	4392	4986	5671	6164
J.V. (boys & girls)	5005	5457	5898	6348
Middle School (boys & girls)	4174	4545	4911	5286
Wrestling:				
Varsity	7084	7724	8485	8969
Varsity Asst.	4392	4986	5671	6162

J.V.	4798	5225	5656	6079
Middle School	3962	4323	4669	5021
Middle School Asst.	3740	4080	4419	4747

Fencing:

Varsity (boys & girls)	4961	5361	5766	6164
Varsity Asst.(boys & girls)	3751	4083	4334	4758

Lacrosse:

Varsity (boys & girls)	6353	6913	7472	8032
Varsity Asst. (boys & girls)	3999	4559	5118	5678
J.V. Lacrosse (boys & girls)	4761	5185	5598	6025
J.V. Asst. Lacrosse (boys & girls)	3999	4555	5114	5671
Middle School Lacrosse (boys & girls)	3971	4324	4682	4829
Middle School Asst. (boys & girls)	3751	4083	4420	4760

Track:

Varsity (boys & girls)	6353	6913	7472	8032
Varsity Asst. (boys & girls)	4272	4542	5415	5817
Middle School (boys & girls)	3735	4069	4401	4740
Middle School Asst. (boys & girls)	3515	3836	4146	4474

Winter Track: (boys & girls)	5776	6246	6739	7235
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Tennis:

Varsity (boys & girls)	5014	5463	5860	6296
J.V. (boys & girls)	4041	4377	4709	5042
Middle School (boys & girls)	3735	4069	4401	4740

Golf:

Varsity (boys & girls)	5195	5573	6000	6448
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Swimming:

Varsity (boys & girls)	6353	6913	7472	8032
Varsity Asst. (boys & girls)	3802	4559	5118	5678
Middle School (boys & girls)	3735	4069	4401	4740

Field Hockey:

Varsity	6353	6913	7472	8032
Varsity Asst.	3999	4555	5114	5671
J.V.	4134	4508	4865	5234
Middle School	3735	4069	4401	4740
Middle School Asst.	3515	3836	4146	4474

Volleyball:

Varsity (boys & girls)	5394	6026	6658	7289
J.V. (boys & girls)	4271	4717	5167	5619
Middle School (boys & girls)	3735	4069	4401	4772

Softball:

Varsity	6702	7306	7891	8485
Varsity Asst.	4072	4598	5123	5651
J.V.	4337	4710	5091	5474
Middle School	3735	4069	4401	4740
Middle School Asst.	3515	3836	4146	4464

Bowling:

Varsity (boys & girls)	3855	4041	4196	4465
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Cheerleading:

Varsity Football	3855	4040	4245	4464
Varsity Basketball	3855	4040	4245	4464
J.V. Football	3515	3693	3877	4072
J.V. Basketball	3515	3693	3877	4072
Middle School Football	1105	1159	1218	1278
Middle School Basketball	1105	1159	1218	1278

Crew:

Varsity	4899	5240	5572	5944
Varsity Asst.	3735	4073	4323	4747

Intramurals:

10 week block	1368	1477	1581	1679
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2018-19

	Step 1	Step 2	Step 3	Step 4
	1.00%	1.00%	1.00%	1.00%
Varsity Football:				
Varsity Coach	7772	8463	9139	9827
Varsity Assistant	5174	5627	6085	6534
Middle School Head	4227	4601	4969	5339
Middle School Asst.	4002	4366	4716	5071
Varsity Soccer:				
Varsity Coach (boys & girls)	6417	6982	7547	8112
Varsity Asst. (boys & girls)	4039	4605	5169	5735
J.V. Soccer (boys & girls)	4175	4548	4914	5286
Middle School (boys & girls)	3772	4110	4445	4787

Middle School Asst. (boys & girls)	3550	3874	4187	4519
Cross Country:				
Varsity (boys & girls)	5247	5624	6060	6512
Middle School (boys & girls)	3772	4110	4445	4787
Baseball:				
Varsity	6769	7379	7970	8570
Varsity Asst.	4113	4644	5175	5708
JV Baseball	4380	4757	5142	5529
Middle School	3772	4110	4445	4787
Middle School Asst.	3550	3874	4187	4519
Basketball:				
Varsity (boys & girls)	7148	7787	8432	9094
Varsity Asst. (boys & girls)	4436	5036	5728	6226
J.V. (boys & girls)	5055	5512	5957	6411
Middle School (boys & girls)	4216	4590	4960	5339
Wrestling:				
Varsity	7155	7801	8570	9059
Varsity Asst.	4436	5036	5728	6224
J.V.	4846	5277	5713	6140
Middle School	4002	4366	4716	5071
Middle School Asst.	3777	4121	4463	4794
Fencing:				
Varsity (boys & girls)	5011	5415	5824	6226
Varsity Asst.(boys & girls)	3789	4124	4377	4806
Lacrosse:				
Varsity (boys & girls)	6417	6982	7547	8112
Varsity Asst. (boys & girls)	4039	4605	5169	5735
J.V. Lacrosse (boys & girls)	4809	5237	5654	6085

J.V. Asst. Lacrosse (boys & girls)	4039	4601	5165	5728
Middle School Lacrosse (boys & girls)	4011	4367	4729	4877
Middle School Asst. (boys & girls)	3789	4124	4464	4808
Track:				
Varsity (boys & girls)	6417	6982	7547	8112
Varsity Asst. (boys & girls)	4315	4587	5469	5875
Middle School (boys & girls)	3772	4110	4445	4787
Middle School Asst. (boys & girls)	3550	3874	4187	4519
Winter Track: (boys & girls)	5834	6308	6806	7307
Tennis:				
Varsity (boys & girls)	5064	5518	5919	6359
J.V. (boys & girls)	4081	4421	4756	5092
Middle School (boys & girls)	3772	4110	4445	4787
Golf:				
Varsity (boys & girls)	5247	5629	6060	6512
Swimming:				
Varsity (boys & girls)	6417	6982	7547	8112
Varsity Asst. (boys & girls)	3840	4605	5169	5735
Middle School (boys & girls)	3772	4110	4445	4787
Field Hockey:				
Varsity	6417	6982	7547	8112
Varsity Asst.	4039	4601	5165	5728
J.V.	4175	4553	4914	5286
Middle School	3772	4110	4445	4787
Middle School Asst.	3550	3874	4787	4519
Volleyball:				
Varsity (boys & girls)	5448	6086	6725	7362
J.V. (boys & girls)	4314	4764	5219	5675

Middle School (boys & girls)	3772	4110	4445	4820
Softball:				
Varsity	6769	7379	7970	8570
Varsity Asst.	4113	4644	5174	5708
J.V.	4380	4757	5142	5529
Middle School	3772	4110	4445	4787
Middle School Asst.	3550	3874	4187	4509
Bowling:				
Varsity (boys & girls)	3894	4081	4238	4510
Cheerleading:				
Varsity Football	3894	4080	4287	4509
Varsity Basketball	3894	4080	4287	4509
J.V. Football	3550	3730	3916	4113
J.V. Basketball	3550	3730	3916	4113
Middle School Football	1116	1171	1230	1291
Middle School Basketball	1116	1171	1230	1291
Crew:				
Varsity	4848	5292	5628	6003
Varsity Asst.	3772	4114	4366	4794
Intramurals:				
10 week block	1382	1492	1597	1696

2019-2020

	Step 1	Step 2	Step 3	Step 4
	1.00%	1.00%	1.00%	1.00%
Varsity Football:				
Varsity Coach	7850	8548	9230	9925
Varsity Assistant	5226	5683	6146	6599
Middle School Head	4269	4647	5019	5392

Middle School Asst.	4042	4410	4763	5122
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Varsity Soccer:

Varsity Coach (boys & girls)	6481	7052	7622	8193
Varsity Asst. (boys & girls)	4079	4651	5221	5792
J.V. Soccer (boys & girls)	4217	4593	4963	5339
Middle School (boys & girls)	3810	4151	4489	4835
Middle School Asst. (boys & girls)	3586	3913	4229	4564

Cross Country:

Varsity (boys & girls)	5299	5680	6121	6577
Middle School (boys & girls)	3810	4151	4489	4835

Baseball:

Varsity	6837	7453	8050	8656
Varsity Asst.	4154	4690	5227	5765
JV Baseball	4424	4805	5193	5584
Middle School	3810	4151	4489	4835
Middle School Asst.	3586	3913	4229	4564

Basketball:

Varsity (boys & girls)	7219	7865	8516	9185
Varsity Asst. (boys & girls)	4480	5086	5785	6288
J.V. (boys & girls)	5106	5567	6017	6475
Middle School (boys & girls)	4258	4636	5010	6392

Wrestling:

Varsity	7227	7879	8656	9150
Varsity Asst.	4480	5086	5785	6286
J.V.	4894	5330	5770	6201
Middle School	4042	4410	4763	5122
Middle School Asst.	3815	4162	4508	4842

Fencing:

Varsity (boys & girls)	5061	5469	5882	6288
Varsity Asst.(boys & girls)	3827	4165	4421	4854

Lacrosse:

Varsity (boys & girls)	6481	7052	7622	8193
Varsity Asst. (boys & girls)	4079	4651	5221	5792
J.V. Lacrosse (boys & girls)	4857	5289	5711	6146
J.V. Asst. Lacrosse (boys & girls)	4079	4647	5217	5785

Middle School Lacrosse (boys & girls)	4051	4411	4776	4926
Middle School Asst. (boys & girls)	3827	4165	4509	4856

Track:

Varsity (boys & girls)	6481	7052	7622	8193
Varsity Asst. (boys & girls)	4358	4633	5524	5934
Middle School (boys & girls)	3810	4151	4489	4835
Middle School Asst. (boys & girls)	3586	3913	4229	4564

Winter Track: (boys & girls)	5892	6371	6874	7380
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Tennis:

Varsity (boys & girls)	5115	5573	5978	6423
J.V. (boys & girls)	4122	4465	4804	5143
Middle School (boys & girls)	3810	4151	4489	4835

Golf:

Varsity (boys & girls)	5299	5685	6121	6577
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Swimming:

Varsity (boys & girls)	6481	7052	7622	8193
Varsity Asst. (boys & girls)	3878	4651	5221	5792
Middle School (boys & girls)	3810	4151	4489	4835

Field Hockey:

Varsity	6481	7052	7622	8193
Varsity Asst.	4079	4847	5217	5785
J.V.	4217	4599	4963	5339
Middle School	3810	4151	4489	4835
Middle School Asst.	3586	3913	4835	4564

Volleyball:

Varsity (boys & girls)	5502	6147	6792	7436
J.V. (boys & girls)	4357	4812	5271	5732
Middle School (boys & girls)	3810	4151	4489	4868

Softball:

Varsity	6837	7453	8050	8656
Varsity Asst.	4154	4690	5226	5765
J.V.	4424	4805	5193	5584
Middle School	3810	4151	4489	4835
Middle School Asst.	3586	3913	4229	4554

Bowling:

Varsity (boys & girls)	3933	4122	4280	4555
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Cheerleading:

Varsity Football	3933	4121	4330	4554
Varsity Basketball	3933	4121	4330	4554
J.V. Football	3586	3767	3955	4154
J.V. Basketball	3586	3767	3955	4154
Middle School Football	1127	1183	1242	1304
Middle School Basketball	1127	1183	1242	1304

Crew:

Varsity	4896	5345	5684	6063
Varsity Asst.	3810	4155	4410	4842

Intramurals:

10 week block	1396	1507	1613	1713
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POST SEASON

For extended athletic seasons, Varsity coaches shall be paid at the rate of \$140.20 for 2017-18; \$141.60 for 2018-19; and \$143.02 for 2019-20.

Varsity assistant coaches shall be paid at the rate of \$109.09 for 2017-18; \$110.18 for 2018-19; and \$111.28 for 2019-20. 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 \$109.09 for 2017-18; \$110.18 for 2018-19; and \$111.28 for 2019-20.

ARTICLE XXXVI**REMUNERATION ON AN HOURLY BASIS**

- A. 1. Teachers of homebound students shall be compensated at the rate of \$51.71 for 2017-18; \$52.23 for 2018-19; and \$52.75 for 2019-20 or the average of the Huntington Township School Districts, whichever is higher. These rates shall be in effect July 1st 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 \$49.36 for 2017-18; \$49.85 for 2018-19; and \$50.35 for 2019-20.
- C. Chaperones, persons in charge of games and after school detention shall be compensated at the rate of \$33.47 for 2017-18; \$33.80 for 2018-19; and \$34.14 for 2019-20, 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 \$60.72 for 2017-18; \$61.33 for 2018-19; and \$61.94 for 2019-20 in addition to any regular salary that may be due.

- D. All other hourly rated jobs shall be compensated at the rate of \$18.27 per hour for 2017-18; \$18.45 per hour for 2018-19; and \$18.63 per hour for 2019-20, 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 \$31.57 per hour for 2017-18; \$31.89 per hour for 2018-19; and \$32.21 per hour for 2019-20 per period of supervision.

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, 2017 and shall continue in effect through June 30, 2020.

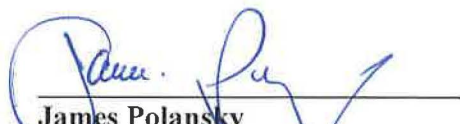
IN WITNESS WHEREOF, the parties hereto have signed this Agreement this
day of 2017.

**ASSOCIATED TEACHERS OF HUNTINGTON
AFT LOCAL 2474**


James Graber, President

GGDOCS-623574656-205

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


James Polansky
Superintendent of Schools

