

**AGREEMENT
BETWEEN**

**THE CITY SCHOOL DISTRICT OF THE CITY OF
POUGHKEEPSIE, NEW YORK**

AND

THE POUGHKEEPSIE PUBLIC SCHOOL TEACHERS' ASSOCIATION

July 1, 2010- June 30, 2014

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A G R E E M E N T

THIS AGREEMENT, made the 16th day of July, 2012, between the Board of Education of the City School District of the City of Poughkeepsie, New York (hereinafter called the Board or District), and the Poughkeepsie Public School Teachers Association (hereinafter called PPSTA or Association),

W I T N E S S E T H :

WHEREAS, the parties intend to implement the provisions of the Public Employees' Fair Employment Act (Article 14, Civil Service Law), also known as the Taylor Law, and to encourage effective and harmonious working relationships between the parties:

NOW, THEREFORE, it is agreed as follows:

ARTICLE I. NO STRIKE PLEDGE

SECTION 1. Pursuant to the requirements of Section 207(3), (b) of the Public Employees' Fair Employment Act, the PPSTA affirms that it does not assert the right to strike or engage in a work stoppage, or to impose an obligation to conduct, assist or participate in such a strike or work stoppage.

ARTICLE II. RECOGNITION

SECTION 1. The Board recognizes the PPSTA as the exclusive negotiating agent for the teachers in a unit composed of full time classroom teachers, the guidance counselors, the school psychologists, the social workers, the speech therapists, the librarians, the school nurse-teachers, and teachers who work in any summer school or adult education program conducted by the District, as well as part-time employees who are regularly assigned in the schools during regular school hours, including social workers whose assignments include both work in and out of school buildings. Persons employed in the same position for ninety (90) days or more shall be included in the unit at the time the District knows that the person will be employed for a semester or more. Such recognition shall be

retroactive to the beginning assignment. Administrative Interns coming from the bargaining unit shall be eligible for extra and co-curricular activity assignments.

ARTICLE III. CONTRACT VALIDITY

SECTION 1. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

SECTION 2. This contract shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this contract shall be incorporated into and be considered part of the established policies of the Board.

SECTION 3. Any individual arrangement, agreement, or contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this contract to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this contract, this contract, during its duration, shall be controlling.

SECTION 4. If any provision of this contract shall be held to be invalid, such holding shall not affect the validity of the remaining parts of this contract which shall continue in full force and effect.

SECTION 5. There shall be no change in the terms of this contract except by mutual consent of the parties. There shall be no change in Board policy relating to terms and conditions of employment unless the Board notifies the PPSTA of the proposed change and the PPSTA has a reasonable opportunity to respond and to discuss the proposed change with the District.

ARTICLE IV. PPSTA MATTERS

SECTION 1. PPSTA shall be granted the right to use school buildings and equipment for meetings both of the general membership and of various groups or committees. Such use of buildings and equipment shall be during times when they are not in use for normal educational purposes and shall not conflict with consent previously granted for the use of the requested facilities. Any extra expense incurred by such use shall be paid by the PPSTA.

SECTION 2. The PPSTA may use the school interbuilding mailing system for distribution of its official communications to the professional staff.

SECTION 3. The PPSTA shall have access to such information and records of the school system which are public record and which are necessary to it in conducting its business, including salary information and location on specific steps of the salary schedule of those members of the professional staff included in the negotiating unit.

SECTION 4. The PPSTA shall have the right to install and maintain, at its sole expense, a private telephone listed in its name for the president of the association in a location satisfactory to the principal of the building and PPSTA.

SECTION 5. Officially elected delegates to the New York State United Teachers and its national affiliates shall be freed from school system duties for a period not to exceed two days plus reasonable travel time not to exceed one day to attend meetings and conduct the business of such professional organizations.

SECTION 6. The PPSTA may engage in reasonable activities to conduct its affairs, including the right to post notices on bulletin boards designated by the principal for this purpose, after proper clearance with the principal.

SECTION 7. All notices from PPSTA shall be appropriately labeled as coming from the Association.

SECTION 8. PPSTA shall have the right to assist in the planning of open house.

SECTION 9. If a problem arises during the school day that, in the judgment of the Board of Education, Superintendent of Schools, or his designee, requires the immediate attention and participation of the Association, its president or in his/her absence, a designee shall be relieved of classroom duties.

SECTION 10. The District shall provide up to thirty (30) days off during the school year, with pay, to representatives of PPSTA for the purpose of conducting or participating in PPSTA business, as follows:

- a. The President shall be entitled to use no more than fifteen (15) such days.
- b. No other PPSTA representative shall be entitled to more than five (5) such days.
- c. Except in an emergency, PPSTA shall notify the Superintendent at least fortyeight (48) hours in advance when such day or days will be taken, giving the name of the person and place of his or her attendance. In an emergency, a reasonable effort will be made to give as much advance notice as possible.

SECTION 11. Where feasible, the schedules, including home rooms and study halls, of all PPSTA officers, including chief building representative, will be constructed to the satisfaction of PPSTA. In the event that a secondary teacher is President of PPSTA, his/her schedule shall be constructed such that there will be no more than three (3) teaching assignments. In the event that an elementary teacher is President of PPSTA, to the extent practicable, his/her schedule shall be constructed such that the duty-free time would be equitable in terms of the time afforded to a secondary President.

SECTION 12. At the discretion of the Superintendent, the PPSTA shall have one conference day, provided there is no NYSUT conference day. The agenda shall be submitted to the Superintendent and shall be subject to his approval which will not be unreasonably withheld.

SECTION 13. At the request of the PPSTA, the administration shall prepare a list showing the New York State certification status of each newly employed teacher.

SECTION 14. Staff Participation.

SECTION 14.1 It is recognized that the total professional staff has an interest in all policies relative to the educational program and professional matters of the district. To permit the participation of the total professional staff, each building shall establish a building council to cooperate with and advise the building principal in the establishment of building level policies. Membership in the building council shall consist of the building administration and duly elected building representatives.

SECTION 14.2 Recognizing that the Poughkeepsie Public School Teachers Association is the exclusive bargaining agent for professional teaching staff of the Poughkeepsie City School District, the Board of Education and the Administration agree that after consultation with the PPSTA, a request by the District for the participation of the PPSTA unit members on the District Committees may be made. The PPSTA President shall be responsible for making appointments of unit members to fill such requests. Except as provided specifically in the contract, the District shall not ask any PPSTA member to serve on any District committee.

SECTION 14.3. The Union shall be provided with 500 copies of the agreement within 30 days of the approval of the final draft for its use and distribution to unit members.

ARTICLE V. PAYROLL DEDUCTIONS

SECTION 1. The Board shall deduct for agency fees and when so authorized in writing deduct for NYSUT member benefits, credit unions, bank deposits, United Way and tax sheltered annuities from the salaries of teachers.

SECTION 2. The Association shall notify the District upon 30 days notice in writing of the method upon which the agency fee deduction shall be made.

SECTION 3. The Association affirms that it has adopted such procedures for refund of agency fee deductions as required in Section 3, Chapter 677 of the Laws of 1977 of the State of New York and any amendments thereto. This provision for agency fee deductions shall continue in effect so long as the Association maintains such procedure. The Association assumes full responsibility for the disposition of such funds so deducted once they have been forwarded to it by the District.

SECTION 4. The Poughkeepsie Public School Credit Union shall have the right of reasonable use of school buildings, the school mail, and other facilities of the school system.

SECTION 5. The District shall deduct Vote-Cope contributions subject to the Association providing the District in writing at least 30 days' notice, of the method to be used in making such deductions.

SECTION 6. The District shall establish electronic transfer of dues to the PPSTA. Any costs associated by this will be the responsibility of the PPSTA.

ARTICLE VI. SCHOOL CALENDAR

SECTION 1. Prior to the preparation of a proposed school calendar, the Superintendent of Schools shall consult with the Association at its request for the purpose of ascertaining its recommendations with respect thereto; and the Superintendent of Schools shall deliver to the Board of Education any Association recommendation at the time when he proposes the school calendar for consideration of and adoption by the Board. The school calendar shall include specific make-up days in the event of an unusual number of emergency closings, and scheduled days which shall be canceled in the event that planned emergency days are not used.

SECTION 2. Effective September 1, 2006 the work year shall be 183 days, scheduled between Labor Day and the third work day following the last Regents exam day, but no later than June 30. Effective September 1, 2007, the teachers' work year shall be 184 days scheduled between Labor Day and the third work day following the last Regents exam day, but no later than June 30. Guidance Counselors at Poughkeepsie Middle School and Poughkeepsie High School shall work 203 days per year effective September 1, 2006 and 204 days effective September 1, 2007, including five (5) days immediately after the close of school, five (5) days immediately preceding the opening of school and ten (10) days as needed during the summer.

SECTION 3. The day before Thanksgiving shall be a holiday.

SECTION 4. Professional personnel shall be released upon the completion of all necessary duties and tasks at the end of the school year upon the order of the Superintendent; provided, however, that no professional personnel shall be compelled to work after June 30 without being compensated for such services at a rate of 1/200th of the median teacher's salary; and provided, however, that no professional personnel shall be assigned duties other than those traditionally assigned. In addition to the end of work year work days schedule in effect during the 2005-2006 school year, elementary teachers effective with the 2006 – 2007 school year shall be entitled to an additional day during the last five student instructional days of the school year when their students shall be released after a half day to facilitate end of year close-out work and effective with the 2007-2008 school year, one more such day (aggregate two [2] such additional days); provided that in doing so the District will not suffer a loss in state aid.

ARTICLE VII. SCHOOL CLOSINGS

SECTION 1. The District will use its best effort to announce school closings before 6:30 a.m.

SECTION 2. If school is closed to students due to weather conditions, teachers shall not be required to attend.

SECTION 3. In the event school is closed for any reason and a teacher is not required to attend, and in the event it is necessary to conduct a make-up for the day lost due to the closing of school, then the teacher shall be required to attend school on the make-up day at no additional compensation. In the event, however, that school is closed and teachers are required to attend, and in the event a make-up is necessary, then a teacher who has been required to attend shall be compensated for the make-up day.

ARTICLE VIII. DELEGATES AND CONFERENCES

SECTION 1. Officially elected delegates to the New York State Teachers' Retirement System shall be freed from school system duties for a period not to exceed two days to attend meetings and conduct business necessary and proper for their elected office.

SECTION 2. Conference attendance shall be governed by Board of Education Policy. Payment schedules shall not be reduced by the Board below those in effect at the date of this agreement.

ARTICLE IX. PROFESSIONAL FREEDOM

SECTION 1. The Board recognizes that within legal requirements and within the framework of the established curriculum or subject to review by the Administration, the members of the professional staff shall enjoy academic freedom in the performance of their primary responsibility pertaining to the classroom.

SECTION 2. The Board recognizes the right of privacy in the personal lives of all professional staff members unless their behavior affects the effectiveness and efficiency of the teachers in their classes.

SECTION 3. Nothing in this contract shall be deemed to limit the right of professional staff members to full political freedom, including voting, discussing political issues, campaigning for candidates and running for elective office, so long as such activities, in the judgment of the administration, do not inject themselves into the school or classroom.

SECTION 4. Professional staff members may hold positions outside the school system provided the work, in the judgment of the administration, does not adversely affect their professional efficiency in the school system and does not inject itself into the school or classroom.

SECTION 5. No person other than a member of the Board or employees of the District shall be allowed within the classroom without the teacher's consent, which shall not unreasonably be withheld, except as authorized by law.

SECTION 6. Classroom teachers shall not be asked to leave their classrooms to confer with administrators or other members of the District or the public; provided, however, that in a situation that requires immediate attention, the teacher may be asked to leave the classroom by the building principal or his designee.

ARTICLE X. TEACHER AIDES/TEACHING ASSISTANTS

SECTION 1. (Teacher Aides)

(a) Each teacher shall have the right, unless the law otherwise requires, to decide whether or not to have a teacher aide in his/her classroom if offered by the District, to discontinue a teacher aide in his/her classroom and to determine the function of the teacher aide while in the teacher's classroom.

(b) All student teachers, paraprofessionals, health aides, and nonprofessional special program personnel, including volunteers, are subject to the foregoing section.

SECTION 2. (Teaching Assistants)

Effective September 1, 2001, the District shall be free to use teaching assistants regularly assigned to the classroom full time, as substitutes in their own classroom when teachers are absent for short term sick, personal or other contractual leave.

ARTICLE XI. PROTECTION AND DISCIPLINE

SECTION 1. Teachers shall be entitled to review the pupil personnel records of students assigned to them.

SECTION 2. Teachers shall be notified in a timely manner of the disposition of disciplinary referrals made by them.

SECTION 3. If a referral originates as a result of an assault or attempted

assault, the District will comply with any reasonable request from the affected teacher for any information in its possession relating to the incident or the persons involved, subject to any privileges which the law attaches to the information.

SECTION 4. Teachers will immediately report, in writing, to the Superintendent of Schools, through the principal, all cases of assault or attempted assault upon them in connection with their employment.

SECTION 5. If a student has assaulted a teacher and the principal proposes the return of the student to the teacher's class, upon written request to the Superintendent of Schools asking that the student not be returned to his or her class, the teacher shall be given the opportunity to discuss this matter with the Superintendent prior to a decision being made.

SECTION 6. Upon request, the Superintendent of Schools shall meet with PPSTA to review the District's student discipline policies. The Superintendent shall comply with any reasonable legal request for information necessary for PPSTA's considerations. If PPSTA wishes to make recommendations for the improvement of the District's policies, it shall submit them to the Board through the Superintendent of Schools. The Board shall respond in writing to the PPSTA's recommendations. In all events the requirements of SAVE shall control.

SECTION 7. In the event that a student has been subject to three (3) principal's out-of-school suspensions of three (3) days or more, his/her discipline record shall be forwarded to the Superintendent of Schools for review by him/her or a designee. The PPSTA President shall receive notice of such case by identification number and the disposition of the case following such review.

SECTION 8. Each year, the District shall distribute to teachers a copy of its policy prohibiting corporal punishment.

SECTION 9. The District will keep on file a photograph of each student in the High School and Middle School.

ARTICLE XII. SALARIES

SECTION 1. The salary notice given to the professional member shall include: statement of salary which the teacher is to receive, the period covered thereby, the teacher's step on the salary schedule, the number of years of credited service, tenure status, course credit hours accumulated and personal leave days and sick days accumulated, when other written notice is not given. When feasible, the salary notice shall include a statement of major additional responsibility expected of the

teacher and any extra pay to which the teacher may be entitled for this extra service.

SECTION 2. Compensation of teacher on sabbatical leave. Any staff member who receives a sabbatical leave for professional study must agree in writing to return to the Poughkeepsie system for one year following such leave. If he or she fails to return for any reason other than illness or death or release by the Board of Education, he or she must immediately refund all salary paid during such leave. Teachers on sabbatical leave shall be paid on the same payment schedule as if not on leave. Receipt of any grant, fellowship or scholarship shall not be deemed to diminish compensation paid to a teacher on sabbatical leave.

SECTION 3. Payment of Salaries.

SECTION 3.1 Teachers' salaries shall cover the ten (10) month period, September through June.

SECTION 4 A teacher whose employment continues without interruption and without change of position shall not have any salary credit for prior service, teaching or other recognized experience taken away, subject to the power of the Board to take disciplinary action under Sections 2508 and 2509 of the Education Law.

SECTION 5. Salary Schedule.

SECTION 5.1(a) The salary schedules shall be attached as Schedule A. The salary schedule for the 2010-2011 school year and longevity and doctoral differentials shall be increased by the following percentages on the following effective dates:

Percent Increase Effective Date

0.0% : 2010-11

0.5%: 2011-12 effective 2/01/12

0.5% : 2012-13 effective 9/01/12

0.5% : 2013-14 effective 9/01/13

Effective 2012-13:

Longevity: add a new longevity that commences upon reaching 17 years of credited service, in the amount of \$1000.

During each of the four (4) years of the Agreement, those teachers eligible shall advance a step on the salary schedule.

SECTION 5.1(b) Credits shall be paid at the rate of \$94.00 effective July 1, 2010;

\$94.00 effective July 1, 2011; \$95.00 effective July 1, 2012; and \$95.00 effective July 1, 2013.

SECTION 5.1 (c) The Association acknowledges that all E.I.T. monies received by the District may be used to pay for the costs of teachers' salaries during each year of this Agreement without a requirement to negotiate the same with the Association.

SECTION 5.2 Each teacher in the bargaining unit shall be placed on the salary schedule opposite the figure which corresponds to the degree status and the number of years of credited service in the District, provided, however, that teachers hired on or before July 1, 1977 shall be placed one step below their credited years of service as a result of the salary agreement for the 1977-1978 school year.

SECTION 5.3 The point rate for the values applicable to the revised list of Additional Responsibilities and any other differentials shall be increased to \$455.00 effective July 1, 2010; \$455.00 effective July 1, 2011; \$457.00 effective Feb 1, 2012; and \$460.00 effective July 1, 2012 and \$462.00 effective July 1, 2013.

SECTION 5.4 Teachers holding an equivalency degree, the bachelor's degree or any higher degree shall be paid per credit hour, according to section 5.1 (b) above

a. For credits beyond the BA or its equivalent, professional personnel may accumulate up to seventy-five (75) credit hours, except for in-service coursework approved in advance by the Superintendent of Schools, which may be accumulated beyond that limit;

b. For credits beyond the MA, professional personnel may accumulate up to sixty (60) credit hours, except for in-service coursework approved in advance by the Superintendent of Schools; which may be accumulated beyond that limit;

c. Persons earning credit hours as bachelors who become masters shall be placed on the masters schedule in lieu of thirty (30) credit hours;

d. Credits shall be accepted for salary adjustment twice yearly, on or before October 1 and February 1.

SECTION 5.5 Differentials shall be paid above the base salaries and educational increments for teachers holding a doctorate degree, pursuant to Section 5.3 above and as displayed in the salary schedules annexed to this agreement.

SECTION 5.6 Department Chairpersons weekly teaching schedule as defined in Article XVIII Section 8.1 shall be reduced by five (5) periods per week. Department Chairpersons shall receive compensation at the rate of one point (pursuant to Section 5.3 above) for each FTE in the

department including the department chairperson.

SECTION 5.7 Guidance Counselors shall receive a 10% differential.

SECTION 5.8 Teachers who have by June 30th of each school year been employed full time by the Poughkeepsie School District for at least twenty (20) accredited years as teachers in the Poughkeepsie system will be given an additional compensation of ten (10%) percent over and above their regular salary to which they are entitled; such teachers shall be entitled to receive this longevity benefit one time only. Teachers eligible for such benefit shall notify the District by June 15, of the preceding school year.

SECTION 5.9 After the determination of the longevity amount by applying the percentages in Article XII Section 5.1a, an additional \$750.00 shall be added to the twenty-sixth year longevity effective 7/01/07 and an additional \$750.00 added to the twenty-sixth year longevity effective 7/01/08. (Also reflected in Schedule A and below) Longevity pay shall be conferred upon unit members on a cumulative basis upon reaching the following years of credited service in the District:

	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14
17 th Year							\$1,000	\$1,005
19th Year	\$6,751	\$7,004	\$7,266	\$7,539	\$7,539	\$7,577	\$7,615	\$7,653
21st Year	\$6,987	\$7,249	\$7,521	\$7,803	\$7,803	\$7,842	\$7,881	\$7,921
26th Year	\$4,354	\$ 5,268	\$6,215	\$ 6,448	\$ 6,448	\$ 6,480	\$6,513	\$6,545

The Doctoral Differential shall be as follows: \$4,695 effective July 1, 2010, \$4,718 effective July 1, 2011, \$4,742 effective July 1, 2012 and \$4,766 effective July 1, 2013.

SECTION 6. Extra Pay For Extra Responsibility.

SECTION 6.1 A system of point for all additional responsibilities beyond the duties normally assigned to the staff members is established; and payment shall be made according to the salary schedules annexed to this agreement for each point assigned to the duty.

SECTION 6.2 Appointments of qualified applicants to positions involving extra responsibility will be made by the Board, whenever feasible, no later than thirty (30) school days before the first day upon which the activity is to begin.

SECTION 6.3 List of Additional Responsibilities:

ATHLETIC	POINT VALUE
Baseball, Boys Varsity	9
Baseball, Boys JV	7
Bowling (Secondary)	8
Modified Baseball	5
Basketball, Boys Varsity	10
Basketball, Boys JV	7
Basketball, Girls Varsity	10
Basketball, Girls JV	7
Basketball, Modified B/Freshman B	5
Cheerleader Varsity Fall	8
Cheerleader Varsity Winter	8
Cheerleader, JV Fall	5
Cheerleader, JV Winter	5
Crew Head Coach	10
Crew Assistant Coach	7
Crew Assistant Coach	7
Crew, Modified	7
Cross Country (Secondary)	9
Equipment Manager	6
Faculty Manager for Athletics	5
Football, Varsity	10
Football Assistant	7
Football Assistant	7
Football, JV	7
Football, JV Assistant	7
Football, Head Modified Coach	5
Football, Modified Coach	5/coach
Golf	7
Intramural Program, PMS*	40
Ski Club, PHS	5
Soccer, Boys Varsity	9
Soccer, Boys JV	7
Soccer, Modified	5
Soccer, Girls Varsity	9
Softball, Girls Varsity	9
Softball, Girls JV	7
Modified Softball	5
STEP Team	20
Swimming, Boys	10
Swimming, Girls	8
Tennis, Boys	7
Tennis, Girls	7
Track, Boys Head Coach	8
Track, Girls	8
Track and Field, Girls Modified	5

Track and Field, Boys Modified	5
Track, Winter Boys	8
Track, Winter Girls	8
Trainer (per each of three sports seasons)	7
Volleyball, Girls Varsity	9
Volleyball, Girls JV	7
Volleyball, Modified B	5
Weight Lifting and Control Club	5
Weight Room Monitor	5
Wrestling (Modified)	5
(* Maximum allocation to be divided by three seasons, based upon student interest.)	

NON-ATHLETIC**	POINT VALUE
AFS Advisor, PHS	10
All City Elementary Band	5
Assistive Technology Coordinator	10
Brother to Brother	15
CDEP Coordinator (All Schools)	6
Chess Club, PHS	5
Child Study Team Chair	6
Class Advisor, Senior	5
Junior	4
Sophomore	3
Freshman	3
8th	4
Computer Club, PMS	20
PHS	20
Chess Club (Elementary)	3
Debate (or Mock Trial)	7
Detention, PHS	10
Detention, PMS	10
Discovery Video Club Advisor (PMS)	5
Drama Club, PHS	5
Drama Club, PMS	4
Early Childhood Technology Advisor (Morse)	10
ELIC Trainer	2
Elementary Math Turnkey	2
Elementary School Musical Production	3
Elementary Science Turnkey	2
Elementary Science Turnkey with ESPET	3
Elementary ELA Turnkey	2
Elementary School Music Advisor	3
Environmental Club Advisor (PHS)	6
Gay/Straight Alliance (GSA)	6
Graduation Advisor, Elementary Schools	1
Health Curriculum Turnkey	3

Homework Center, PHS	10
Homework Center, PMS	10
Literary Magazine, PHS	4
Marching Band, PHS	10
Math Counts, PMS	5
Mathematics Club, PHS	5
Mediation Coordinator (Smith, Krieger, Columbus)	3
* Elementary Mentoring Coordinator	10
* Secondary Mentoring Coordinator	10
Mentor	1 per mentee +1
Mentor Liaison	1
Multicultural Coalition	20
Musical Ensemble, PHS	5
Musical Ensemble, PMS	5
Musical Productions, PHS	10
Musical Productions, PMS	10
National Honor Society, PHS	7
National Junior Honor Society, PMS	6
Newspaper, PHS (Pioneer)	7
Newspaper, PMS	4
Newspaper, Elementary Schools	2
Noontime Rec. Super., PMS	9
Noontime Rec. Super., PHS	9
PACE ELA Advisor (PMS)	10
PACE Math Advisor (PMS)	10
PACE Science Advisor (PMS)	10
PBIS Coordinator	2
Project Team Coordinator	5
SADD, PHS	5
School Improvement Facilitator (PMS)	10
School Store, PHS	5
School Store, PMS	3
Science Club, PHS	7
Science Club, PMS	7
Science Fair Coordinator, Middle School	3
Science Fair Coordinator, Elementary Schools	1
Science Olympiad Coach PMS	10
Science Olympiad Coach PHS	10
Select Ensemble, PMS	5
Sister 2 Sister Advisor	20
Social Worker Under the Supervision of Medicaid Support	3 (per supervisee)
Staff Development Turnkey (plus release from contractual duty)	2
The Sky Is the Limit	3
Teacher Center Coordinator	10
Teacher Center Staffer	5
Technology Turnkey	10

Student Assoc., PHS	10
Student Assoc., PMS	9
TV Production Club, PMS	5
TV Production Club, Smith	10
Vassar Science Scholars	2
Video Magazine, PMS	10
Web-based Student Management Systems Trainer	1
WPHS Radio Station, PHS	5
Yearbook (Elementary)	2
Yearbook (Phois), PHS	20
Yearbook, PMS	9

(* Mentor Coordinator positions to be abolished within 30 days after the appointment of a full-time Director of Mentoring)

(** It is understood that, in some circumstances, allotted points may be subdivided between or among two or more people)

SECTION 6.4 Where any of the activities become a part of a regularly established position, the above points shall not be in effect.

SECTION 6.5 In the event that unit members decline appointments to positions referenced in Section 6.3 above, the Employer shall have the right to contract outside to fill such positions as individually arranged provided, however, that the stipends shall not exceed the contractual rates set forth above. A non-unit member appointed pursuant to this section who is recommended to serve, shall be entitled to serve a second consecutive year.

SECTION 6.6 The Board of Education upon the recommendation of the Superintendent of Schools may establish additional extra-curricular positions. The point value for any new position shall be negotiated with PPSTA.

SECTION 6.7 Any unit member who accepts the responsibility of supervising a practice teacher shall be entitled to extra compensation of \$60.00 during the school year of any such service.

SECTION 6.8(a) Bargaining unit incumbents in Board appointed non-teaching positions shall be entitled to continue in their positions if their performance is satisfactory, provided, however, that the department chairpersons shall have a right to their appointments for a period of three (3) years.

SECTION 6.8(b) The District shall implement for those unit members appointed to positions pursuant to paragraph "a" above, a fair and consistent evaluation process.

SECTION 6.8(c) Termination or non-renewal under this provision requires a negative evaluation which shall inform the unit member of a deficiency, what would correct such deficiency, and the consequences of failure to correct the deficiency within a reasonable time. A non-renewal or termination notice shall include the reasons therefore.

SECTION 6.8(d) Notwithstanding the above, just cause termination may occur at any time.

ARTICLE XIII. RETIREMENT INCENTIVE PLAN

SECTION 1. All unit members who will reach the age of fifty-five (55) during the course of any school year, July 1st through June 30, covered by this Agreement and who have fifteen (15) or more years of credited service, upon retirement from the District, shall be entitled to a retirement incentive of 75% of their last year's salary provided that notice of retirement is given in writing at least six (6) months in advance of the retirement dates provided below. The retirement incentive payments shall be made as an Employer Non-Elective contribution to the 403 (b) accounts of eligible unit members.

SECTION 2. Elementary unit members, in order to be entitled to the Retirement Incentive, must retire effective July through August, January 1st or June 30th.

SECTION 3. Secondary unit members, in order to be entitled to the Retirement Incentive, must retire effective July through August, February 1st or June 30th.

SECTION 4. No unit member over the age of fifty-five (55) in any given school year shall be eligible for the Retirement Incentive except for the school year during which such unit member reaches at least the tenth year of service in this bargaining unit and has at least fifteen(15) years of credited service. Unit members eligible for the contractual retirement incentive at the conclusion of the 2011-2012 school year, notwithstanding their failure to give notice of their resignation for the purpose of retirement on or before 1/1/12, shall have the option of deferring the contractual retirement incentive up to and including three school years beyond the year the unit member was first eligible. This is in exchange for not receiving an increase in the 2010-2011 school year which negatively impacts FAS.

SECTION 5. The District shall pay the Retirement Incentive between June 1 and November 1 of the calendar year in which the unit member retires.

ARTICLE XIV. HEALTH AND RELATED INSURANCE

SECTION 1. Health Insurance.

SECTION 1.1 Effective upon ratification the District shall contribute 90% of the DEHIC Alternate PPO Premium for the 2012-13 school year for individual and family coverage for all unit members enrolled in the PPSTA Trust Health Insurance Plan.

The District shall contribute 89.5% of the DEHIC Alternate PPO Premium for the 2013-14 school year for individual and family coverage for all unit members enrolled in the PPSTA Trust Health Insurance Plan.

Payments will be made electronically. Any costs to the District associated with the electronic transfer of the payment will be the sole responsibility of the PPSTA Benefit Trust.

Effective upon ratification unit members may contribute up to the difference between the District's contribution and 100% of the premium costs of the DEHIC Alternate PPO premium for individual or family coverage. The Trustees of the PPSTA Health Insurance Plan shall inform the District by April 1 of the prior year what the unit member contribution shall be for the following year.

Once the District is informed this amount shall not change until the Trustees notify the District of any changes the following year.

Unit members who participate in a Health Maintenance Organization (MVP/HMO) or (CDPHP/HMO) in lieu of the PPSTA Trust Health Insurance Plan shall contribute 6% of the premium cost of the HMO for individual, two-person or family coverage in the 2012-13 school year and at least 6.5% of the premium cost, based on the PPSTA Trust Health Plan contribution of the HMO for individual, two-person or family coverage in the 2013-14 school year, plus any additional premium costs in excess of the District's funding obligation towards the PPSTA Trust Health Plan premiums as paid on behalf of unit members who opt for coverage under said Trust. The District's obligation to fund HMOs individual, two-person or family insurance premiums shall not exceed the dollar cost of its funding obligation for those enrolled in the Poughkeepsie Trust Health Insurance Plan.

The District shall contribute to the PPSTA Trust Health Insurance Plan 100% of the current school year's DEHIC Alternate PPO Premium for individual and family coverage for retirees participating in the PPSTA Trust Health Insurance Plan or HMOs

SECTION 1.2 Bargaining unit members and retirees who participate in the District's health insurance plan shall be entitled to Medicare reimbursements from the District, where applicable.

SECTION 1.3 Notwithstanding the provisions of Section 1.1, above, part-time unit members who work less than a .6 of full-time position shall be entitled to pro-rated District funding of monthly health insurance premiums (e.g., .4 unit member would be entitled to 40% District funding of individual or family health premium).

SECTION 1.4 The District shall implement a comprehensive §125 Internal Revenue Code plan.

SECTION 1.5 Notwithstanding any other provision in this Agreement, if both spouses are employed by the District, they shall be entitled to only one family health insurance coverage or each may be covered with individual coverage, at their option. The spouses shall be entitled to one health insurance buy-out should they opt for a family coverage. Should the spouse insuring the family ceases to remain entitled for coverage, the ineligible spouse shall become immediately entitled to readmittance into the District's program for family coverage.

SECTION 2. Health Insurance Buy-Out

SECTION 2.1 Unit members who are otherwise health insured may opt-out of the District's health insurance program and receive a payment of \$1400.00 for opting-out. Payment shall be made by October 15.

SECTION 2.2 Notice of opting out and proof of alternative health insurance coverage must be provided to the District's Business Official in writing by application submitted by June 1st for opting-out as of July 1st.

SECTION 2.3 New hires may opt-out and receive this benefit on a pro-rated basis, provided that an application and proof of other health insurance is furnished to the District's Business Official within thirty (30) calendar days of starting work.

SECTION 2.4 Re-entry into the District's health insurance program shall be allowed at any time subject only to the waiting period, if any, of the District's health insurance program rules and regulations.

SECTION 2.5 Re-entry into the District's health insurance program shall be conditioned upon the unit member repaying 1/12th of the annual buy-out amount for each month remaining in the school year. In the event that an employee's services are terminated for whatever reason, or the employee is granted an unpaid leave of absence, the employee shall be required to repay that portion of the annual buy-out amount applicable to the remaining months in the school year. To the extent that the payment is not made on a voluntary basis, the District is expressly authorized to

recoup repayment from any unpaid salary or compensation otherwise due the employee.

SECTION 3. PPSTA Trust Fund

SECTION 3.1 The PPSTA Trust Fund shall provide fringe benefits in place of the dental plan and other fringe benefits previously provided through the District under Article XIV, Sections 3, 3.1 and 4 of the 1990-92 Agreement. The District shall fund the plan as follows:

- a. The District's contributions to the Welfare Fund for each unit position shall be \$1,638.00 for 2010-2011, \$1,663 for 2011-12, \$1,688 for 2012-13 and \$1,713 for 2013-14.
- b. The Fund shall provide benefits to non-bargaining unit members of the District, at the District's option, to the extent of the premium payments proffered by the District (e.g., dental insurance only, dental and optical, etc.).
- c. The District may audit the Fund annually by review of its fiscal records.
- d. The District shall fund the PPSTA Trust Fund on a quarterly basis:

ARTICLE XV. LEAVE POLICY

SECTION 1. Sick Leave.

SECTION 1.1 Unit members shall be allowed fifteen (15) days per year for sick leave at regular pay, cumulative to a maximum of 270 days.

SECTION 1.2 In the event that a tenured unit member's employment shall be terminated in the District, payment of accumulated unused sick leave shall be made as follows:

- a. Except in the event of death, the employee must give to the Board at least thirty (30) days notice in advance of the intended date of termination of employment.
- b. The employee shall be paid \$20.00 per day for accumulated unused sick leave, but in no event to exceed \$3,600.00 for unit members who elect the retirement incentive plan and \$4,000.00 for those who do not elect the retirement incentive plan.

SECTION 1.3 An employee who returns from an extended disability resulting from illness or accident who has exhausted his/her personal sick leave to less than five (5) days may draw up to five (5) days from the next year's allotment of sick leave days.

SECTION 2. Sick Bank. Upon exhaustion of all sick leave bank days, the sick leave bank shall be renewable no more than two times during the school year. For the purpose of renewing the sick leave bank, the total days contributed by PPSTA shall be matched equally by the District. Unit

Members electing to participate in such a bank shall submit to the District a waiver of no more than one day of accumulated sick leave. All unit members who have contributed to the sick bank shall be eligible to receive time from the sick leave bank. The bank shall be administered by a committee of two (2) representatives appointed by the District and three (3) representatives appointed by PPSTA who shall act upon withdrawals. Withdrawals from the sick leave bank shall be limited to unit members who are involved in extended disability resulting from illness or accidents and who have exhausted their sick leave time. The Superintendent of Schools shall be entitled to direct the medical examination by a medical expert in the area of the illness or disability to inform the Sick Leave Bank Committee of that doctor's medical opinion at the time the application for utilization of sick bank days is made. If the medical opinion conflicts with a decision by the Sick Bank Committee to grant days, the District shall be entitled to immediately arrange for expedited arbitration before one of the five arbitrators listed in the grievance article, based upon first availability. In the event that the arbitrator determines that the arbitrator determines that the opinion of the District's medical expert is correct, the District's obligation to continue salary payments for sick bank days shall immediately cease. In all other cases in which the Superintendent does not direct a medical examination, the decisions of the above committee shall be final and binding upon the unit members, the District and the PPSTA with respect to the administration of the sick leave bank.

SECTION 3. Workers' Compensation.

SECTION 3.1 Whenever a unit member shall be absent as a result of injury or disability arising out of and in the course of duty for which the unit member is entitled to a salary payment under Workers' Compensation Insurance, the unit member shall be paid his/her regular salary so long as the unit member has unused sick leave days. At the unit member's option, the District shall be entitled to receive Workers' Compensation advance salary reimbursement payments whereupon sick leave days shall be reinstated on a pro-rated basis by using the relationship between the value of the per diem reimbursement and the cost of a day's sick leave. Following the exhaustion of personal sick leave days, the unit member shall be entitled to receive directly from Workers' Compensation any salary payments due him/her, unless he/she receives payments from the sick bank. In such cases, the District shall receive the Workers' Compensation advanced salary reimbursement and the sick leave days shall be restored to the sick bank.

SECTION 3.2 Unit members shall be reimbursed for all medical expenses not provided by Workers' Compensation and the District's medical insurance in situations arising from unprovoked assault.

SECTION 4. Bereavement.

SECTION 4.1 Five (5) days leave shall be granted without deduction of pay for absence due to the death of mother, father, husband, wife, children, brother, or sister, or such other person designated under Section 1.1 of this Article.

SECTION 4.2 Three (3) days leave shall be granted without deduction of pay for absence due to the death of mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, daughter-in-law, son-in-law or such other persons who shall have been living under the same roof but are not included in Section 4.1 above.

SECTION 4.3 One (1) day leave shall be allowed without deduction of pay for absence due to the death of niece, nephew, aunt, uncle or first cousin, or other in-laws not previously mentioned, except that in the case where travel is required for a one-way distance beyond a 150 mile radius, two (2) days leave may be allowed without deduction of pay.

SECTION 4.4 Individual adjustments may be made for members of the teaching staff.

SECTION 5. Personal Business.

SECTION 5.1 Each unit member shall be allowed two (2) days per year, cumulative to five (5), without a deduction of pay, for the purpose of conducting personal business. All such requests shall be in writing and made to the Superintendent of Schools through the principal, and the time thereof shall be subject to approval by the Superintendent. Unused personal business days, when accumulated to a maximum of ten (10), shall be added to a unit member's accumulated sick leave making it possible for a unit member to accumulate a total of 280 days of sick leave.

SECTION 5.2 Personal leave shall be defined as leave necessary for the conduct of personal or legal business, which cannot be conducted at any time other than during the day or week except when the professional personnel is working. It is understood and agreed that personal leave is not vacation leave and no approval as such will be granted. Personal business leave shall not be granted for a day immediately prior to the commencement of or a day immediately following a scheduled holiday or recess, except for an emergency. Approval for such emergencies may be granted with reasons given, at the discretion of the Superintendent of Schools. An application for personal leave shall be made on an appropriate form and shall state only the general reasons for which leave is

sought; e.g. "legal business". It is understood that in certain emergency instances, personal leave days shall be granted by the District, however, this shall only be done where it is not practical to receive advanced approval from the Superintendent of Schools. Where approval of an emergency personal business day is required after the occurrence, a broader reasons statement may be required by the Superintendent.

SECTION 6. Award Days

SECTION 6.1 Award Days are to be used as compensatory time and may be taken without giving a reason. They must be requested in advance, using the personal business day form marked "Award Day." Award days may not be used to extend vacations or legal holidays without the Superintendent's prior approval.

SECTION 6.2 Award days may be accumulated and upon a unit member's departure from the District, shall be paid for, without limitation, at the same rate as accumulated sick days.

SECTION 7 Absence because of subpoena. Absence from duties necessitated by subpoena of any court or any official body having the power legally to compel attendance shall not be charged to any form of leave, and salary shall be paid in full, less fees, if any.

SECTION 8. Leave for Professional Reasons. There shall be a moratorium on all applications for and grants of sabbatical leaves during the life of this Agreement.

SECTION 8.1 Upon the recommendation of the Superintendent of Schools, a sabbatical leave may be granted once in seven (7) years to unit members who have completed at least seven (7) years of satisfactory service, subject to the following conditions:

SECTION 8.2 Not more than two percent (2%) of the teaching corps shall be granted sabbatical leave for any one year. In general, not more than two (2) unit members shall receive sabbatical leave from any elementary school at the same time, and no more than two (2) in any combined department of the middle school and high school.

SECTION 8.3 Applicants for sabbatical leave who are senior in point of years of service to the District shall have preference. Applicants who have not previously been granted a sabbatical leave shall take precedence in the next order of preference. If there are sufficient applicants, the full number of sabbaticals shall be granted.

SECTION 8.4 Payment of professional personnel on sabbatical leave, if granted, shall be for service to the Poughkeepsie School District upon the following basis.

- a. 7 years service - one semester at full pay or one year at half pay.
- b. 10 years service - one year at 2/3 pay.
- c. 14 years service - one year at full pay.
- d. No sabbatical leave shall be granted for a portion of a term.

SECTION 8.5 Sabbatical leave once granted may not be terminated before the date of expiration, except by mutual consent.

SECTION 8.6 Sabbatical leave shall not be granted for the purpose of engaging in gainful occupation or in study for another profession.

SECTION 8.7 Sabbatical leave for one semester may be granted for restoration of health, for study or for travel; sabbatical leave for study or for travel may be granted for either one semester or one complete school year.

SECTION 8.8 Within one month following return to service, each unit member who has been absent from duty because of sabbatical leave, shall make a report in writing to the Superintendent of Schools stating how the leave was spent. During the period of sabbatical leave a unit member shall be mailed the regular installments of salary in accordance with his or her annual salary and the established payroll dates.

SECTION 8.9 The Board of Education may deny sabbatical leave on the grounds of difficulty of replacement on condition that it demonstrate that it has made all reasonable efforts to find a replacement.

SECTION 8.10 Pay during a sabbatical leave shall not be diminished by reason of any grant, fellowship or scholarship. Pay shall be given at regular pay days.

SECTION 8.11 Applications for sabbatical leave for restoration of health must be filed in the Office of the Superintendent of Schools on or before September 1 for the fall term and on or before January 21 for the spring term. The Superintendent may grant such leave contingent upon approval of the Board at the next special or regular meeting. However, if in the opinion of the unit member's physician, concurred in by the school medical director, immediate leave is necessary or desirable, the provision for application on or before September 1 or January 21 may be waived and the Superintendent may proceed accordingly.

SECTION 8.12 Sabbatical leave for restoration of health must be by a written recommendation of the unit member's physician and concurred in by the school medical director. Sabbatical leave for restoration of health shall not be counted in calculating the number of sabbaticals

allowed.

SECTION 8.13 Before a unit member shall be permitted to return to duty following sabbatical leave for the restoration of health, such unit member must submit a physician's statement satisfactory to the Board.

SECTION 8.14 Every application for sabbatical leave shall contain a statement by the applicant that he or she agrees to teach in the Poughkeepsie public schools for one year following any sabbatical leave which the Board may grant.

SECTION 8.15 Application for sabbatical leave for the purpose of study shall be made at least thirty (30) days prior to commencement of leave in writing to the Superintendent of Schools and shall state fully the purpose for which the request is made. Application for sabbatical leave for travel for the fall term or for the complete school year must be filed in the office of the Superintendent of Schools on or before May 1 of the preceding term. Application for sabbatical leave for travel for the spring term must be filed in the office of the Superintendent of Schools on or before November 1 of the preceding fall term.

SECTION 9. Family Leave Without Pay.

SECTION 9.1 Family leave replaces the provisions for maternity leave in previous agreements between the parties. It is intended to include the leave heretofore denominated maternity leave and, in addition thereto, to broaden its application to other family situations and to recognize that certain family situations may make it fair and reasonable that both male and female unit members shall be able to enjoy the privilege of leave without pay. Family leave shall be granted as hereinafter provided.

"Family Leave" means

- a. Leave for child rearing purpose, and
- b. Leave for the purpose of allowing a unit member to attend to a situation in a family relationship which in the judgment of the unit member would conflict with the time required to perform teaching duties. This situation is intended to apply only where a close family or similar relationship exists and the unit member is either a spouse, ancestor or descendant of the other person or persons in the situation or where a unit member desires to adopt a child of pre-school age. The specific individual expressly designated by a unit member in lieu of the relatives named in Section 1.1 of this Article (Illness in the Family) shall qualify as a similar relationship for the purpose of Family Leave.

SECTION 9.2 A unit member considering a family leave must apply at least sixty (60)

days prior to the proposed commencement date of the family leave, absent exigent circumstances.

SECTION 9.3 The unit member, in applying for Family Leave, shall state the tentative commencement and termination dates of such leave.

SECTION 9.4 The maximum period for which a Family Leave shall be granted shall be four (4) consecutive semesters, not including the semester in which the leave was granted; provided, however, that such leave shall terminate at the end of a semester or at the end of a school year. The employee shall return at the end of the semester when the purpose of the leave no longer exists, or at any time upon the mutual agreement of the parties.

SECTION 10. Other Leaves Without Pay.

SECTION 10.1 Professional personnel on leave as an exchange teacher or a member of the Peace Corps shall be advanced on the salary schedule and shall receive credit for such service if rendered during the period of his or her leave.

SECTION 10.2 Professional personnel elected to a full time public office shall be granted a leave, without pay, on request, for a single term of office or the completion of the semester.

SECTION 10.3 Upon request and with reasonable notice, the District shall grant leave without pay once in five (5) years up to a maximum of two (2) years, to tenured unit member s or any of the following reasons:

a. Continuing education; a unit member enrolled in a matriculated Master's or Doctoral program.

b. Certification; a unit member desiring a leave for the purpose of satisfying provisional or permanent certification requirements of the New York State Education Department. If a unit member's certificate expires, the unit member's request for a leave to obtain certification, following expiration, need not be granted by the Board of Education.

c. Teacher Organizations; a unit member elected to an office in the New York State United Teachers or any of its affiliates.

SECTION 10.4 Notwithstanding the foregoing, and upon application in writing, the Board may grant leave to professional personnel with or without pay.

ARTICLE XVI. RULES AND PRACTICES

SECTION 1. To the extent that it is administratively feasible, all rules and practices

should be uniform in application throughout the school system. Variations may occur when unavoidable and due to unusual circumstances.

ARTICLE XVII. WORK DAY

SECTION 1. The length of the work day for high school and middle school unit member s is seven (7) hours, inclusive of lunch time, preparation time and other time as indicated in this Article and/or Article XVIII. The length of the work day for unit member s in the elementary school is six (6) hours and fifty-five (55) minutes, inclusive of preparation time, lunch time and other time as indicated in this Article and/or Article XVIII. However, it is understood that time schedules will not be changed without consultation with PPSTA. The parties acknowledge that the District may, effective with the 1986-87 school year, equalize the length of instructional periods in the Middle School and High School.

SECTION 1.1 If the secondary schools are scheduled such that some unit members will complete their six (6) hour and fifty (50) minute (or seven [7] hour effective 1994-95) regular work day before the last period of the student instructional day, such unit members may still be required to attend department and faculty meetings held after school. Prior to making assignments, the Building Principal shall review written requests submitted by unit members, prior to the last day of school, for early or late assignment.

SECTION 2. In the High School, professional personnel shall not be required to be in attendance in the building for a period longer than five (5) minutes before students enter school or five (5) minutes after the school duty ends except as hereinafter provided.

SECTION 3. In all other schools within the District, professional personnel shall not be required to be in attendance in the building for a period longer than ten (10) minutes before students enter school or ten (10) minutes after the school day ends except on days before holidays and Fridays when said professional personnel shall be permitted to leave five (5) minutes after the school day ends except as hereinafter provided.

ARTICLE XVIII. TEACHING AND NON-TEACHING ASSIGNMENTS

SECTION 1. Equitable Assignments. Every attempt should be made for equitable

teaching assignments. It should be recognized that situations affect assignments and differences in numbers may not constitute an inequitable situation. Where differences in load exist, the administration will make all reasonable effort to alleviate them.

SECTION 2.1 Additional Responsibilities. It is understood and agreed that the administration may assign unit members to reasonable additional responsibilities expected of a unit member beyond regular instructional duties. Qualified volunteers shall be assigned to these duties before anyone else.

SECTION 2.2 It is further understood and agreed that all professional personnel shall be available for conferences with students or parents upon request for appointment if the professional personnel is given reasonable advance notice.

SECTION 3. Records. Unit members are required, to a reasonable degree, to make and keep various records. Unit members shall be responsible for the accuracy and safekeeping of these records. The school system shall make continuing efforts to relieve clerical tasks from the professional staff whenever possible.

SECTION 4. Faculty/Department or Grade Level Meetings – Professional personnel shall receive twenty-four (24) hours notice of a meeting with a proposed agenda, which shall be posted in designated areas; except in emergency situations when notice and posting shall be dispensed with. There shall be two required meetings per month to include general faculty, department or grade level. Meetings shall be one (1) hour in length and begin no later than at the end of the unit member workday. Meetings may exceed one (1) hour in duration in emergency situations. The district shall be entitled to conduct professional development programs during meetings as long as the same may be completed within one meeting, whereupon the activity would not be subject to extra-compensation for the unit members.

SECTION 5. Notice of Assignment. Tentative notice of assignment shall be given by June 15th, wherever possible, to all unit members, including those who are returning from leave who confirm their intent to return in writing by May 15th. Teaching assignments will not be changed except where necessary for the effective management of the District. The wishes of tenured unit members shall be a primary factor in determining whatever changes shall be made. A reasonable effort shall be made to ascertain these wishes by consultation with the tenured unit members.

SECTION 6. Assignment of Science Teachers. The District shall seek to establish as a

goal the scheduling of teachers of science so that said unit member s shall have no more than twenty-five (25) assigned periods a week.

SECTION 7. Elementary Unit Members.

SECTION 7.1 Grade References. All references to elementary unit member refer to unit members in elementary schools.

SECTION 7.2 Supervisory Assignments. The following duties may be assigned to elementary unit members by building administration:

1. Mid-day: Lunchroom Duty/Playground Duty
2. Arrival and Dismissal Duty
3. These duties can be assigned during the unit members' work day provided that they receive a duty free lunch period of 35 consecutive minutes. The maximum amount of minutes of continuous duty per day will not exceed 30 minutes. The maximum amount of minutes per week will not exceed 75 minutes.
4. The effectiveness of this duty schedule will be reviewed at the end of the 2012-2013 school year by the PPSTA President and Superintendent.

SECTION 7.3 Preparation Time. Each elementary unit member in the bargaining unit shall be entitled to at least 200 minutes per week of preparation time in minimum daily blocks of thirty-five (35) minutes. The Building Council by consensus at each building shall determine when the time beyond thirty-five (35) minutes per day will be allocated for use. The principal may designate at most three (3) preparation periods a month for professional collaboration with a minimum of one (1) week notice of the designated days.

SECTION 7.4 Unit members traveling to different buildings within the school work day shall be provided thirty (30) minutes of travel time, where practicable that travel time will be contiguous to a contractual lunch or prep period.

SECTION 8. Secondary Unit Members.

SECTION 8.1 Instructional Assignments. In grades 7-12, no unit member shall have more than an average of five (5) teaching periods a day. While the sixth grade is departmentalized, the above will apply as well. If the sixth grade became self-contained classes, the 190 minutes per week of preparation time shall apply as noted in the clause for unit members in self-contained classes in grades 1-5.

SECTION 8.2 Course Preparations. In grades 7-12, no unit member shall be assigned

more than three (3) classroom preparations, except that a unit member may be assigned four (4) classroom preparations if s/he is relieved of supervisory duty or compensated at the rate provided for in Section 8.3 below.

SECTION 8.3 Emergency and Extra Assignments. In-grades 7-12, no unit member will be asked to teach an extra class except in an emergency. Compensation for those unit members assigned an additional teaching period will be 1/7th of the median teacher's salary for a full year assignment, 1/14th of the median teacher's salary for a semester assignment, and 1/1260th of the median teacher's salary for a daily assignment. No unit member will be assigned an additional class without his or her consent. This section shall apply to cases in which the District has been unable to obtain substitutes and to longer term cases in which a unit member has been asked to teach an extra class.

SECTION 8.4 Semester Tutorials.

a. Notwithstanding any other provision in this article, the District shall have the right to assign up to fifteen (15%) percent of the secondary unit members (grades 7-12) in the core academic departments (Science, Math, English/Language Arts, Social Studies and Foreign Language) per building (a minimum of one per department and with rounding up to the next whole number) to small group tutorials of up to ten (10) students per tutorial. The students may be referred by their teacher, administrators, guidance personnel or self-referral. These assignments shall entail a reduction of two (2) preparation periods and two (2) supervisory periods to provide four (4) tutorial periods per week.

b. Prior to making assignments on an involuntary basis the District shall solicit volunteers to fulfill the 15% requirements as set forth above. If more than 15% of eligible core academic unit members volunteer in any department, the District shall have the sole option of engaging more than the 15% in each such department and any volunteers who are not selected shall rotate into such voluntary assignments in the subsequent semester(s).

c. If involuntary assignments are necessary to fulfill the 15% requirements as set forth above, such assignments shall be rotated among the department members.

d. Those unit members who do not have supervisory duties as a result of other provisions in this agreement that relieve them of the same shall not be subject to involuntary tutorial assignments. These unit members may volunteer for two (2) tutorials per week by foregoing two (2) of their preparation periods each week during a semester, for which they will receive \$500.00. Their voluntary assignments shall not count towards the fifteen (15%) percent references as set forth above.

e. The tutorials may be constituted for remediation programs and/or giving students assistance in meeting coursework requirements.

f. These tutorial assignments shall not be construed as either a separate preparation, an additional teaching period or an extra class within the meaning of Sections 8.1, 8.2 or 8.3 above.

g. The stipend for voluntary and involuntary tutorials as described above shall be \$1,000.00 per unit member per semester, except as specified in paragraph "d". This provision shall be effective when the nine period day is employed at any secondary school (grades 7 - 12).

SECTION 8.5 **Supervisory Assignments.** Unit Members in grades 7-12 or sixth grade unit members who are assigned departmental assignments may be given a study hall or hall supervision of one period a day. Unit Members may volunteer for lunch room for one lunch period every other day in lieu of one of the above assignments. If there are no volunteers for such lunchroom supervision, the administrators may so assign unit members to supervise in lieu of study hall or hall supervision assignment provided that no unit member be assigned to the duty for two (2) consecutive semesters.

Notwithstanding the above, PPSTA agrees that the District may assign secondary unit members to team and/or departmental and/or professional collaboration meetings in lieu of a supervisory duty assignment.

SECTION 8.6 **Preparation Time.** Each professional staff member in the High School and in seventh and eighth grade at the Middle School shall have a minimum of five (5) periods of preparation for each full week during which time the member shall be free to use the time for professional preparation and effort.

SECTION 8.7 In the event that the District institutes a nine (9) period schedule at the secondary level, of the additional five (5) periods per week, unit members may be required to utilize up to two (2) periods per week for unit member to unit member instructional related conferencing.

ARTICLE XIX. CLASS SIZE AND CLASS LOAD

SECTION 1. Teachers of English shall have no more than 120 students assigned during a semester.

SECTION 2. Wherever possible within the budgetary and space limitations, the following class sizes shall be maintained after a three (3) week adjustment period at the beginning of each semester of the school year:

Kindergarten	25
Grades 1 - 6	28
Grades 7 - 12	30
Physical Education	45
All other as reasonable and proper	25

In Integrated Co-Teaching Classes, grades 1-12 the number of general education shall not exceed 20 except when the number of enrolled students with disabilities receiving integrated co-teaching services in the class is less than 12. In each circumstance the total number of students shall not exceed 32 students.

In Integrated Co-Teaching Classes, grades K, the number of general education shall not exceed 18 except when the number of enrolled students with disabilities receiving integrated co-teaching services in the class is less than 12. In each circumstance, the total number of students shall not exceed 30 students.

SECTION 3. The above class size requirements are not to be construed as preventing the District from becoming involved in the experimentation and development of larger class size units.

SECTION 4. When an individual unit member's class exceeds the above figures by one (1) or two (2), there will be a conference between the unit member affected and the building principal and/or department head to discuss the possible solutions. In no event shall the above figures be exceeded by more than two (2), except as hereinbefore provided.

SECTION 5. The following ratio of pupils is established as the desirable goal to attain with due regard for the overall requirements of the school system.

For each nurse-teacher	600
For each guidance counselor in secondary area	300
For each guidance counselor in elementary area	600
For each librarian	500-750
School psychologists	800-1,500
School social worker	1,000-2,000
Reading teacher	Depends on type of service required

Speech teacher

Depends on type of service
required by the District.

ARTICLE XX. PROMOTION AND TRANSFER POLICY

SECTION 1. Purposes.

SECTION 1.1 Encouragement should be given to the training of qualified personnel for advancement within the system. Administrative internships shall be granted on an equitable basis to bargaining unit members.

SECTION 1.2 In filling a vacancy, unit members shall be given due consideration in light of the overall needs of the system.

SECTION 2. Vacancies.

SECTION 2.1. Notice of all promotional and non-promotional vacancies anticipated or occurring prior to the close of school shall be posted in the designated area of each building and all professional personnel shall be eligible to apply. Notice of all promotional and non-promotional positions occurring during the summer months shall be given to all professional personnel who have expressed an interest in writing, and for newly created positions to all unit members. Such letter of interest shall be filed annually before the first day of April, in writing, with the Superintendent specifying the kind of position desired. The Board may require applications hereunder to be made upon forms provided by it.

SECTION 2.2 It is understood that the title programs are to be included within the contract for the purpose of determining vacancies.

SECTION 2.3 The notice of vacancies should be accompanied by a job analysis including specific duties, salary, responsibilities, chain of command and any other information describing the distinguishing characteristics of the position in question.

SECTION 2.4 Any qualified personnel within the system may apply on the proper form or by letter to the Superintendent of Schools or his designated agent for any announced vacancy and should be granted an interview in connection therewith.

SECTION 3. Except for those qualifications prescribed by law (certification), the District will formulate and present job qualifications for all professional positions.

ARTICLE XXI. SUMMER SCHOOL AND ADULT EDUCATION

SECTION 1. In filling professional staff positions for District-run summer school programs, adult education programs, or any other District-run program, preference shall be given to applicants on the following basis:

- a. Their length of prior employment in the program.
- b. Unit Members who are regularly employed by the District.
- c. The preference above set forth is subject to the applicant having rendered faithful and competent service up to the time of such employment.

ARTICLE XXII. TEACHER EVALUATION

SECTION 1.1 The primary objective of unit member evaluation is for the improvement of instruction.

SECTION 1.2 To meet this objective, unit members shall be entitled to uniform, fair and objective evaluations.

SECTION 2. The evaluation procedure implemented by the District shall entitle each unit members to the following rights:

- a. To know what is expected of them.
- b. How they are doing with respect to those expectations.
- c. Constructive suggestions regarding how they can better meet the expectations.
- d. On-going assistance to those unit members experiencing difficulty in meeting the expectations.
- e. Being informed in writing of the consequences if such unit members do not satisfactorily overcome the difficulties.
- f. Time to correct difficulties as noted in meeting the expectations.
- g. In the event a probationer's evaluations do not support a recommendation for reemployment, the administration shall provide a written warning to that effect and shall schedule a conference with the employee to afford a final opportunity to improve his or her performance in order to continue employment.
- h. Probationary unit members will be notified in writing of a Superintendent's negative tenure recommendation or a recommendation to terminate the probationary appointment no later than ninety (90) days before the end of the probationary term or the effective date of termination of a probationary appointment mid-term. If the Board of Education overrides a Superintendent's positive tenure

recommendation, the unit member shall be notified of the Board's advisory vote no later than sixty (60) days before the end of the probationary term. July and August shall not be counted in the sixty (60) and ninety (90) day calculations.

SECTION 3. The District agrees to comply with the provisions of the Fair Dismissal Law contained in §3031 of the N.Y.S. Education Law.

SECTION 4. Evaluation shall only be conducted by certified administrators.

ARTICLE XXIII. REDUCTION OF POSITIONS

SECTION 1. The parties recognize:

SECTION 1.1 The ultimate decision in the reduction of positions by the Board is final and not subject to review.

SECTION 1.2 That no more important influence exists in the education of our students than the unit members;

SECTION 1.3 That job security is of great importance to the unit members;

SECTION 1.4 That the following procedure is intended to carry out the understanding of the parties of job security.

SECTION 2. Should the District find it necessary to reduce the number of staff positions, the following shall apply:

SECTION 2.1 PPSTA shall be notified sixty (60) days prior to the effective date of any District-proposed reduction of positions.

SECTION 2.2 A joint committee of the representatives of the District and of PPSTA shall meet within one week of such notifications.

SECTION 2.3 The committee shall be fully informed of the basis of the District's proposed reduction of positions, and shall have access to all pertinent data relevant to the District's proposal.

SECTION 2.4 The committee shall suggest alternative solutions for the District's consideration within thirty (30) days prior to the effective date of the proposed staff reduction of positions.

SECTION 2.5 Such alternative proposals shall be duly considered by the District, and the District shall respond in writing to each alternative proposal.

SECTION 3. If there is to be a reduction in the number of staff positions:

SECTION 3.1 The parties will attempt to meet the reduction by attrition, to wit, retirement, resignation or death.

SECTION 3.2 If the incumbent where the position is abolished is qualified for a vacancy either in the area of his tenure or in another area:

a. The unit member will be reassigned to the vacancy in his area of tenure; but if this is not possible, then

b. The unit member will be moved to the other area in which qualified.

ARTICLE XXIV. PERSONNEL RECORD FILES

SECTION 1. The Poughkeepsie Public School System shall keep cumulative records for each member of its teaching staff.

SECTION 2. Personnel Card.

SECTION 2.1 A complete and comprehensive personnel card shall be maintained and kept up to date for each member of the professional staff.

SECTION 2.2 In addition thereto, there shall be kept on file for each staff member his or her application, letters of recommendation, medical reports, including results of chest x-rays, oath of allegiance, retirement record card, tenure reports, evaluation reports, letters of commendation for outstanding service or letters of constructive criticism, yearly salary statements, and any other pertinent records.

SECTION 2.3 No derogatory materials or adverse criticism of the professional ability of a unit members who is employed in the school system may be inserted in a unit member's professional record unless such materials first be shown to such unit member involved, who must then be permitted to discuss fully the allegations with those in a supervisory or administrative capacity; thereafter, an appropriate complete record may be made.

SECTION 2.4 There shall be no more than two (2) officially designated personnel files for the professional personnel. The same shall be maintained in the office of the Superintendent and to a lesser extent, in the office of each principal. The professional personnel shall have the right to review his entire personnel file, except privileged matters which shall be placed in a sealed envelope inside the file. No charges shall be placed in the said file unless the unit member has been given notice of the charges to be filed and he has had an opportunity to reply in writing and to have his reply placed in the file. In any event, the Superintendent or his designated representative shall be entitled to investigate

any charges of any kind against a unit member and the results of his investigation shall be placed in the said file. Special achievement of a unit member within or outside the District shall also be recorded and placed in the file provided, however, that the Superintendent or his designated representative is not responsible for ascertaining the existence of such achievement.

ARTICLE XXV. IN-SERVICE AND CURRICULUM FUNDS

SECTION 1. A fund of \$60,000.00, effective for the 1993-94 school year, shall be made available for unit members for the implementation of curriculum development, inservice education programs and study stipends, provided, however, that at least \$10,000.00 shall be spent on in-service education programs or study stipend.

SECTION 2. The District shall furnish PPSTA, upon written request of its President, a report of expenditures, by category, and a listing of unit member participants, pursuant to this Article, twice each school year, covering the periods July through December and January through June. Such reports shall be provided no later than ten (10)-days after the end date of each period.

ARTICLE XXVI. CURRICULUM

SECTION 1. Improvement of curriculum is part of the continuous, on-going activity of the Poughkeepsie school system. It is recognized that policy making and curriculum are Board responsibilities.

SECTION 2. There shall be a central curriculum committee which shall consist of twelve (12) members, six (6) of whom shall be appointed by the Superintendent, and six (6) by the Association. The duty of this committee shall be to study and improve the curriculum of the Poughkeepsie schools. This includes local, state, federal, and any other District run program. The committee will consider all items relating to a curriculum change, including books, supplies, teaching aids, and other budgetary items. A Designee of the Superintendent and the President of the PPSTA shall be members *ex-officio* of the Curriculum Committee.

a. The committee will meet at its convenience but hold a minimum of two (2) meetings monthly.

b. The chairman shall be chosen by the committee. A unit member shall be chairman for the 1979-80 school year and, thereafter, the position shall alternate annually between administrator and unit member.

c. Members will not be compensated for time spent serving on this committee; however, where feasible, the teaching schedule of members will be constructed to the satisfaction of PPSTA.

SECTION 3. Before making decisions concerning curriculum, the Board must receive a recommendation from the curriculum committee through the Superintendent.

a. The committee shall make a recommendation to the Superintendent within 30 days after notification from the Superintendent of a proposed change.

b. If the Superintendent does not endorse the committee recommendations, he shall confer with the committee at their request.

SECTION 4. The central curriculum committee shall have sub-committees for various grade levels. Each subject area or department should have periodic committee meetings to discuss innovations, changes and current philosophy in order to advise and make recommendations to the central curriculum committee.

a. The chairman of the subcommittee should meet with the central curriculum committee to help develop general curriculum philosophy.

b. Textbooks are by law designated for use in the schools by the Board. Any recommendations of textbooks will be made by the central curriculum committee to the Superintendent after due consideration of the opinions of all concerned professionally with the use of such textbooks.

ARTICLE XXVII. IN-SERVICE EDUCATION

SECTION 1. Purpose. The program of in-service education enlists the full participation and cooperation of the entire professional staff. In the Poughkeepsie program attention is centered on pupil learning experiences and ways of improving them. In-service education should result in improved practice. The general education of the unit member is highly important. The parties believe that the person who is to provide leadership should have many interests. Participation in civic and cultural activities, as well as travel and other broadening experiences, are regarded as significant elements of in-service education and are encouraged and fostered by the Board and PPSTA.

SECTION 2. Scope.

SECTION 2.1 In-service credit is given for professional education completed during employment in the Poughkeepsie Public School System. All in-service work done for credit must be approved in advance by the Superintendent or his agent. The work may consist of college courses, workshops, local courses, travel or other approved work.

SECTION 2.2 Professional personnel shall receive one (1) in-service credit for each fifteen (15) hours cumulative in-service activity attended.

SECTION 2.3 Each in-service course approved for credit must be a minimum of three hours. Credit payment of in-service attendance of less than three hours shall be approved if approved by the In-Service Committee, which shall then be signed off by the Superintendent or his designee.

SECTION 2.4 Once the District approves an in-service course, any PPSTA member in the target audience will receive credit upon submission of a course completion form and proof of attendance at the in-service course.

SECTION 3. In-service Committee. The Superintendent shall appoint an inservice education advisory committee consisting of four (4) members to be appointed by the Superintendent and four (4) unit members to be appointed from a list of recommendations by the Association. The District shall discuss proposed required in-service courses with the committee prior to their announcement. Both the designee of the Superintendent and the President of the PPSTA shall be *ex-officio* members of the committee.

SECTION 4.1(a) If salary or in-service credit is desired, written application for approval of courses or other contemplated in-service activities shall be submitted in advance, in duplicate on prescribed forms, to the Superintendent or his agent.

SECTION 4.1(b) Payment for In-Service Coursework. No in-service coursework may be claimed for compensation if the same was taken and completed before October 1, 1990, unless notice, in writing, and proof of the same is forwarded to the personnel office on or before the 90th day following the ratification of this Agreement.

SECTION 4.2 The maximum number of credits which may be approved for travel are six (6) points for one full year of travel, and three (3) points for one full summer of travel. The Superintendent, after receiving the recommendation of the Committee, shall determine the number of credits after the applicant has submitted to him a written report of the unit member's travels.

SECTION 4.3 The Superintendent may designate in-service courses as university study courses for which university credit shall be given.

SECTION 4.4 There shall be no maximum limit on the amount of in-service or university work performed or approved for credit in any school year, semester, or summer session, provided that the unit member's efforts toward professional growth do not interfere with his/her job

responsibility.

SECTION 4.5 Upon completion of approved work, a unit member shall have an official transcript filed in the office of the Superintendent of Schools.

SECTION 4.6 Paid employment shall not be approved for in-service credits.

ARTICLE XXVIII. SUBSTITUTES

SECTION 1. The District will make every reasonable effort to obtain qualified substitutes for absent classroom unit members.

ARTICLE XXIX. MAINTENANCE OF STANDARDS

SECTION 1. Existing terms and conditions of employment may only be changed by mutual agreement. New terms and conditions of employment shall be negotiated with the Union as required by PERB.

SECTION 2. For the purposes of arbitral review, terms and conditions of employment shall be considered those recognized by the Court of Appeals or PERB. Where no such ruling has been made, reference to the United States Supreme Court, an N.L.R.B. decision shall be made. The arbitrator shall be without power to find subjects to be terms and conditions of employment where precedent referred to above is to the contrary.

ARTICLE XXX. GRIEVANCE PROCEDURE

SECTION 1. General Provisions.

A. A grievance is a claim by any employee or group of employees, or PPSTA, that there has been or is a violation or deprivation of a term and/or condition of employment under this Contract.

B. All grievances shall include the name and position of the aggrieved party, the time and place of the grievance, the contract provision allegedly violated, a general statement of the nature of the grievance and the redress sought.

C. A grievance shall be deemed waived unless it is submitted within 30 school days after the aggrieved party knew or should have known of the events or conditions on which it is based. During the summer recess, work days shall be considered as school days. Continuing alleged violations may be grieved at any time, provided, that any redress may not be retroactive prior to the date the grievance was filed.

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

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

F. In any grievance brought by an employee or group of employees, PPSTA shall be notified of all hearing dates, given copies of all exhibits and decisions and have the opportunity to cross-examine all witnesses.

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

H. Failure by the District to hold a hearing or submit decisions within the time limits set forth herein shall be construed as a denial of the grievance and the grievance may be appealed to the next stage.

I. Grievances shall be submitted at the lowest possible stage where relief may be granted.

SECTION 2. Procedures.

A. Stage I. The grievance shall be presented in writing to the appropriate building principal who shall hold a hearing within five (5) school days of the submission of the grievance and render a written decision within five (5) school days thereafter.

B. Stage II. Within ten (10) school days of the disposition of the grievance at Stage I, the grievant may appeal in writing to the Superintendent. The Superintendent shall hold a hearing within five (5) school days of the submission of the appeal and render a written decision within five (5) school days thereafter.

C. Stage III. Within ten (10) school days of the disposition of the grievance at Stage II, the Association may request the Board to schedule a further hearing with respect to the grievance or may file with the Clerk of the Board a Demand for Arbitration. If the Board agrees to hold a further hearing, the hearing, before the Board or a committee thereof, shall be held within ten (10) school days of the submission of the request therefor. The written decision of the Board shall be rendered within five (5) school days of the hearing. In the event the decision of the Board does not resolve the grievance or if the Board declines to schedule the hearing, the Association may demand arbitration of the grievance by

filing a Demand for Arbitration with the Clerk of the Board within ten (10) school days of the date of the Board's decision or the date when the Board declined to schedule a further hearing.

SECTION 3. Arbitration.

A. Following the submission of the Demand for Arbitration to the Clerk of the Board, the PPSTA shall file demand for one of the following named arbitrators, in order of first availability:

Herbert Haber

Janet Spencer

Carol Wittenberg

Jeffrey Selchick

Howard Edelman

B. The arbitration shall be scheduled by either or both parties with the Arbitrator within ninety (90) days of the submission of the demand to arbitrate. A failure to schedule the arbitration shall be deemed a waiver of the right to promote a grievance to arbitration.

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

D. The cost of the services of the arbitrator will be divided equally between the Board and the Association.

E. The decision of the arbitrator shall be final and binding on the parties.

F. Either party may, with the consent of the other party, request the expedited Labor Arbitration Tribunal.

ARTICLE XXXI. DISCIPLINARY PROCEEDINGS

SECTION 1. Whenever a tenured bargaining unit member has been served with §3020-a Education Law disciplinary charges by the Board of Education, s/he shall have the option to demand Just Cause Arbitration in lieu of §3020-a proceedings. Such option must be exercised within ten (10) days of receipt of §3020-a charges.

SECTION 1.1 Just Cause Arbitration shall be conducted by one of the arbitrators listed in Article XXX(3) of this Agreement, upon the basis of first availability and, to the extent practicable, on a rotating basis.

SECTION 1.2 The Arbitrator shall be empowered to issue the penalties of: a letter of

reprimand; a fine; a period of suspension without pay; and termination of employment, upon a finding that there was just cause to discipline.

SECTION 1.3 The District and P.P.S.T.A. shall equally bear the cost of the Arbitrator.

ARTICLE XXXII SPECIAL EDUCATION COMMITTEE

The parties agree that a Special Education Committee will be created composed of three administrators and three unit members in order to identify and define District special education issues including a study of alternate access to programs for children in need of assistance other than through CSE processes as well as those who require CSE designated services.

ARTICLE XXXIII RIGHT TO ATTEND SCHOOL

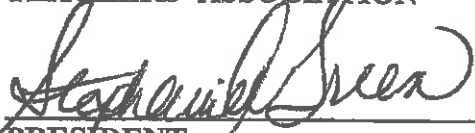
The school-aged children of non-resident employees may attend District schools on a tuition free basis so long as there exists openings in programs conducted in the school buildings of the District and no additional staffing is required thereby.

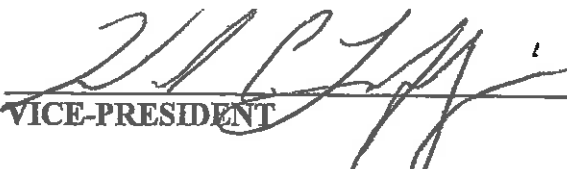
ARTICLE XXXIV. DURATION OF CONTRACT

SECTION 1. The Contract shall be effective as of July 1, 2010, and shall continue in effect through June 30, 2014. This agreement shall supersede any other earlier signed agreement addressing the integration of changes from the July 13, 2012.


IN WITNESS WHEREOF, this Agreement has been duly executed by the parties the day and year first above written.


**POUGHKEEPSIE PUBLIC SCHOOL
TEACHERS' ASSOCIATION**


PRESIDENT


VICE-PRESIDENT

**BOARD OF EDUCATION OF THE CITY
SCHOOL DISTRICT OF THE CITY OF
POUGHKEEPSIE, NEW YORK**

 10/6/15
PRESIDENT


CLERK

 10/7/15
SUPERINTENDENT OF SCHOOLS

Schedule A- Salary Schedule Memorandum of Agreement 2010-2014
Bachelors

	2009-10	2010-11	2011-12 2/1/12	2012-13	2013-14
1	\$48,937	\$48,937	\$49,182	\$49,428	\$49,675
2	\$52,587	\$52,587	\$52,850	\$53,114	\$53,380
3	\$54,577	\$54,577	\$54,850	\$55,124	\$55,400
4	\$56,536	\$56,536	\$56,819	\$57,103	\$57,388
5	\$58,516	\$58,516	\$58,809	\$59,103	\$59,398
6	\$60,494	\$60,494	\$60,796	\$61,100	\$61,406
7	\$62,497	\$62,497	\$62,809	\$63,124	\$63,439
8	\$64,455	\$64,455	\$64,777	\$65,101	\$65,427
9	\$66,429	\$66,429	\$66,761	\$67,095	\$67,430
10	\$68,417	\$68,417	\$68,759	\$69,103	\$69,448
11	\$70,390	\$70,390	\$70,742	\$71,096	\$71,451
12	\$72,392	\$72,392	\$72,754	\$73,118	\$73,483
13	\$74,353	\$74,353	\$74,725	\$75,098	\$75,474
14	\$76,322	\$76,322	\$76,704	\$77,087	\$77,473
15	\$79,300	\$79,300	\$79,697	\$80,095	\$80,495

Masters

1	\$55,670	\$55,670	\$55,948	\$56,228	\$56,509
2	\$59,330	\$59,330	\$59,627	\$59,925	\$60,224
3	\$61,354	\$61,354	\$61,661	\$61,969	\$62,279
4	\$63,405	\$63,405	\$63,722	\$64,041	\$64,361
5	\$65,425	\$65,425	\$65,752	\$66,081	\$66,411
6	\$67,477	\$67,477	\$67,814	\$68,153	\$68,494
7	\$69,498	\$69,498	\$69,845	\$70,195	\$70,546
8	\$71,531	\$71,531	\$71,889	\$72,248	\$72,609
9	\$73,564	\$73,564	\$73,932	\$74,301	\$74,673
10	\$75,607	\$75,607	\$75,985	\$76,365	\$76,747
11	\$77,626	\$77,626	\$78,014	\$78,404	\$78,796
12	\$79,661	\$79,661	\$80,059	\$80,460	\$80,862
13	\$81,695	\$81,695	\$82,103	\$82,514	\$82,927
14	\$83,731	\$83,731	\$84,150	\$84,570	\$84,993
15	\$86,741	\$86,741	\$87,175	\$87,611	\$88,049

Credits

\$94	\$94	\$94	\$95	\$95
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Points

\$455	\$455	\$457	\$460	\$462
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Longevities

17			\$1,000	\$1,005
19	\$7,539	\$7,539	\$7,615	\$7,653
21	\$7,803	\$7,803	\$7,881	\$7,921
26	\$6,448	\$6,448	\$6,513	\$6,545

Doctor Differential

\$4,695	\$4,695	\$4,718	\$4,742	\$4,766
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