

**Horseheads Central School District
And the Horseheads Teachers' Association**

**TENTATIVE AGREEMENT
September 27, 2011**

The Parties agree to the following changes/amendments/additions to the current Agreement between the Horseheads Central School District and the Horseheads Teachers' Association:

ARTICLE I.A.

Recognition: Delete #11: PCSE Chairperson

**ARTICLE III
EVALUATION**

A. Add the following to Paragraph "A":

A committee shall be established to review and update the current Annual Professional Performance Review Plan (APPR) in accordance with Chapter 103 of the Laws of 2010 including section 3012-c of New York State Education Law and to develop a Professional Development Plan (PDP).

Said committee shall consist of five (5) teachers selected by the Horseheads Teachers' Association and four (4) administrators selected by the Superintendent of Schools.

Adoption of the final APPR, the evaluation process, evaluation forms and Professional Development Plan (PDP) will be consistent with the regulations set forth by the Commissioner of Education and 3012-c and subject to approval by both the Horseheads Teachers' Association and the Horseheads Central School District Board of Education.

**ARTICLE V
SALARIES**

A. Salary Outline

1. For the school year 2010-11, salaries are increased by 2.5%, inclusive of step movement over their 2009-10 salary.
2. For the school year 2011-12, salaries are increased by 2.5%, inclusive of step movement over their 2010-11 salary.
3. For the school year 2012-13, salaries are increased by 2.5% plus \$600, inclusive of step movement over their 2011-12 salary.
4. For the school year 2013-14, salaries are increased by 2.5% plus \$150, inclusive of step movement over their 2012-13 salaries.

(The remainder of Section V-A, B, C, D, E, G, H, I, J, K, remain unchanged)

L. Health Insurance in Retirement

Delete L.3. (Option One).

4.b. Effective July 1, 2012, a unit member will be paid at a rate of \$75 per day for his/her accumulated sick leave up to 200 days. This amount will be kept on account for the purpose of off-setting the employee's contribution to District Health Insurance until said funds are depleted.

O. Curriculum Work

Teacher's pay for Curriculum Work shall be:

2010-11	\$33.50 per hour
2011-12	\$33.50 per hour
2012-13	\$33.50 per hour
2013-14	\$33.50 per hour

P. Add the following language:

Should the District require any current employee to get a certification such that they may teach courses beyond those for which they were originally employed, the District will pay for the full cost of courses required for that certification.

R. Amend as follows:

Teachers who are off-step and attain National Board Certification shall have a one-time adjustment of \$1,000 added to their salary.

Teachers who are on-step shall have \$1,000 added to their salary each year until they move off-step. Upon moving off-step, a one-time adjustment of \$1000 shall be added to their salary.

ARTICLE VI – Medical Expenses, Retirement and Payroll

A.

Employee co-payments for Medical Insurance shall be as follows:

2010-11 –Unit members will pay a 10% contribution of either the Single or Family Plan to be capped at \$625 for a single or \$1250 for a family plan.

Effective January 1, 2012 – 8% contribution of either the Single or Family Plans

2012-13 – 10% contribution of either the Single or Family Plans

2013-14 – 12% contribution of either the Single or Family Plans

B.d. Effective July 1, 2012, the District will cease contributions to each member's 105(h) account. Unit members shall have up to eighteen (18) months to deplete their accumulated funds. Any monies available in a current *retiree's* account shall be unaffected by this change.

(Remainder of Article VI is unchanged; remaining paragraphs in this section to be re-numbered as needed.)

D. Funeral Leave to be amended as follows:

A teacher shall be granted up to five days' absence at full pay for the death of his or her father, mother, son, daughter, spouse, sibling, grandchild, mother-in-law, father-in-law, grandparents or a relative or resident of the teacher's immediate household. Funeral leave will not be charged against sick leave time.

ARTICLE IX TEACHING HOURS, DAYS AND DUTIES

B.2. Secondary Teachers' Workday – The secondary workday (grades 7-12) shall be seven and one-half (7 ½) hours per day inclusive of 40 minute lunch for Middle School and High School teachers.

ADD: Middle School Special Education teachers will receive up to 1.5 release days in September (scheduled in consultation with the building principal) for the purpose of distributing IEPs to Regular Education teachers. High School Special Education teachers will receive up to 2 release days in September and up to 2 release days at the beginning of the second semester (scheduled in consultation with the building principal) for the purpose of distributing IEPs to Regular Education teachers. Should, at some time, an alternative method of distribution be developed that does not require Special Education Teachers to distribute IEPs, the parties will review and, as appropriate, revise this schedule.

E. Faculty and Administrative Meetings

Effective September 1, 2011 and running through June 30, 2013, should any Principal or other Administrator call a meeting of a department or grade level meeting that requires mandatory attendance, any teacher attending shall receive one hour of in-service for his/her attendance. Principals or other Administrators' may call for a mandatory department/grade level meeting

only once a month. Attendance at non-mandatory meetings will not receive in-service credit, but will be counted toward the State mandated 175 hours of Professional Development.

Effective September 1, 2011, the contractual language as it relates to faculty meetings (Article IX.E.) shall be amended as follows:

Teachers may be required to remain after the end of the regular work day for official faculty meetings on no more than four (4) occasions per month. Those in attendance at faculty meetings will receive one hour of in-service credit for each meeting attended.

All such meetings must be announced at least five (5) days in advance. Emergency meetings dealing with a sudden and unforeseen occurrence demanding immediate attention of no longer than twenty-five (25) minutes may be called without prior notice. In-service will not be given for an emergency faculty meeting.

G.2. High School Prep time – align this with current scheduled minutes

H.2. High School Subject areas in Secondary Schools – align this with current scheduled minutes

3. DELETE this paragraph in its entirety.

K. Traveling Teachers

ADD: Traveling Teachers at the PreK-6 level shall be required to attend one evening open house at one of the schools in which they teach. It shall be the responsibility of the teacher to discuss the open house schedule with his/her building principals and determine which building requires his/her attendance. It shall also be the responsibility of the teacher to notify parents of students in the Open House he/she does not attend that he/she will not be present at the Open House and of alternative methods to meet.

Traveling Teachers at the Secondary level shall be required to attend at least two Open Houses/Parent Conferences per semester. It shall be the responsibility of the teacher to discuss the open house schedule with his/her building principals and determine which building requires his/her attendance. It shall also be the responsibility of the teacher to notify parents of students in the Open House he/she does not attend that he/she will not be present at the Open House and of alternative methods to meet.

No traveling teacher will be required to attend more than four Open Houses/Conferences in any school year.

ARTICLE XIV IN-SERVICE EDUCATION

A.4 (the following language to be added)

Requests for Participation Credit for out-of-District In-Service or District In-Service Proposals may be submitted on-line and then may be reviewed and approved or disapproved through measures other than formal meetings (i.e. e-mails, phone conferences, etc.)

For procedural purposes, all responses should be returned within ten (10) business days and non-responses of committee members shall be deemed an abstention.

B.2.c. (new section)

Should the District mandate an in-service, and said in-service can only be held during the school day, then participants in the in-service shall receive release time and in-service credit for the time spent in the training.

C. Instructor's Payment (new language)

Unit members who instruct an in-service course which is held during the school day shall receive release time for the course and preparation time for the course according to the following schedule:

\$33.71 x 2 for each full day of teaching (pro-rated for partial days)

ARTICLE XVII

F. DELETE this section in its entirety.

ARTICLE XVIII

DURATION OF AGREEMENT

The Agreement shall be for four (4) years commencing July 1, 2010 and ending June 30, 2014.

Stipend Positions – The following changes shall be made to the stipend positions listed below:

- Jr. National Honor Society 2.5%
- Varsity H Advisor 21%
- Summer Varsity H Advisor 12.5%

The language as it pertains to fixed stipend positions shall be amended as follows:

The following athletic and extracurricular positions are not subject to the five-step salary schedule set forth in subdivision two of this paragraph. Each position pays the indicated fixed stipend up to a yearly maximum of \$3,000.