

AGREEMENT BETWEEN
THE ITHACA TEACHERS ASSOCIATION
AND
THE SUPERINTENDENT OF SCHOOLS
OF THE ITHACA CITY SCHOOL DISTRICT

July 1, 2019 - June 30, 2025

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Article I: Preamble

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The parties enter into this Agreement to ensure an effective and harmonious working relationship and to enable the professional employees to participate in and contribute to the development of policies as they pertain to the terms and conditions of employment of the teachers.

The parties recognize that one of the major challenges is the improvement and expansion of the curriculum for all students. The Ithaca Teachers Association (ITA) and administration will encourage the support and involvement of a maximum number of teachers in this effort.

The parties also agree that parental and public understanding, involvement, and cooperation are necessary to the development and improvement of public education and the Ithaca City School District. It is also recognized that there are institutional and community resources capable of significant contribution toward the improvement of the School District.

The parties acknowledge that the faculty's primary responsibility is to educate the children and that its energies should, to the maximum extent possible, be utilized to this end.

The ITA and the District support the concept of Academic Freedom. Both parties recognize that the democratic values of individual freedom and social responsibility can best be transmitted in an atmosphere free from censorship and artificial restraints.

Teachers have the right to study and present facts and ideas concerning humanity, society, the sciences, and all other branches of learning. Instructional material should have educational value, be relevant to the curriculum, and suitable to the age and maturity of the students.

Teachers are guaranteed freedom of individual conscience and the right of free inquiry and expression.

WITNESSETH:

WHEREAS, The Ithaca City School District and the Association recognize and declare that providing a quality education for the children of Ithaca, New York, is their primary mutual aim and responsibility and the character of such education depends predominantly upon the quality and morale of the professional staff,

WHEREAS, The members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards,

WHEREAS, The Ithaca City School District has a statutory obligation pursuant to the Public Employees Fair Employment Act to negotiate with the Association as the representative of its teaching personnel with respect to hours, wages, and terms and conditions of employment, and

WHEREAS, The parties have reached certain understandings which they desire to confirm in this agreement,

IT IS HEREBY AGREED AS FOLLOWS:

Article II: Recognition

Article II: Recognition

A. Nature and Terms

The Board of Education of the Ithaca City School District, having determined that the Ithaca Teachers Association is supported by a majority of the employees in a unit composed of all employees of said district, professionally certified by the Department of Education of the State of New York or occupying positions for which such professional certification is normally required and all licensed Occupational Therapists, except for the Superintendent of Schools, Central Office Staff, Principals, Vice Principals, Supervisor of Attendance, and per diem substitutes, hereby recognizes the Ithaca Teachers Association as the exclusive representative of the employees in such unit for the purposes of negotiations regarding wages, hours, and terms and conditions of employment and in the settlement of grievances and for all other lawful purposes under the laws of the State of New York.

B. Dues Deduction

Recognizing that union membership is not a requirement of employment and teachers are not obligated to agree to any deductions from their pay to the union, the District agrees to the principle of the check-off of Association dues. The annual dues amount will be determined by the Association in accordance with the forms and procedures as agreed upon by the Association and the District. The District agrees that the privilege of the check-offs will not be extended to any other organizations for this negotiating unit.

C. Dues Deduction Procedure

The District agrees to deduct union dues from the monies paid to each unit member and remit the same to the Association. The Association will notify the District's payroll department of the frequency of dues deductions and the amount for deductions for each member's annual dues.

Such deductions will only be made from the payroll of unit members who have signed dues deduction authorization forms transmittable in any format permitted by Article Three of the New York State Technology Law. The right to dues deduction shall remain in full force and effect as per the Taylor Law.

In the event that a unit member notifies the District that the unit member is withdrawing the unit member's voluntary authorization for dues deduction, the District shall stop the check-off of dues for that employee and notify the Association of the same within twenty (20) business days.

The District agrees to furnish the Association with the hiring and starting date, building/work assignment (tenure area/department) and contact information including home address, of all new employees within five (5) days of Board appointment.

The District and the Association agree to furnish to each other any information needed by either of them to fulfill the provisions of Article II of this contract.

D. Hold Harmless Clause

The Association agrees to hold the Board harmless from any and all damages and liabilities which may be sustained or which may arise as a result of making the dues deductions called for in this section.

Article III: Definitions

Article III: Definitions

ADMINISTRATION- The Superintendent of Schools, Central Office Staff, Directors, Assistant Directors, Principals, Associate Principals, and Supervisor of Attendance not in the negotiating unit represented by the Association.

ASSOCIATION- The Ithaca Teachers Association (ITA).

BOARD- The Board of Education of the Ithaca City School District, sometimes also referred to as the School Board.

BUILDING REPRESENTATIVE- The duly designated representative of the Ithaca Teachers Association for each school building.

CHIEF EXECUTIVE OFFICER- The Superintendent of Schools of the Ithaca City School District, sometimes also referred to as Superintendent and Chief Administrative Officer.

NEGOTIATING UNIT- The group of employees of the Ithaca City School District represented by the Association and consisting of all professional certified employees and all non-certified employees filling positions for which certification by the New York State Education Department is normally required except the Superintendent of Schools, Central Office staff, Principals, Associate Principals, Supervisor of Attendance, and per diem substitutes. This unit is sometimes referred to as the “Faculty Unit.”

TEACHER- All employees of the Ithaca City School District in the employer-employee negotiating unit represented by the Association except where otherwise specifically provided.

FAMILY- Definition to include: same-sex partners, as evidenced by satisfactory completion of the District’s “Affidavit of Partnership.”

Article IV: Time and Scope of Negotiations

A. Procedures

The parties agree to enter into collective negotiations in accordance with the procedures set forth herein in a good faith effort to reach an Agreement on all matters raised by either party concerning the terms and conditions of teachers’ employment. Such negotiations and the phrase “terms and conditions of employment” shall be deemed to include all areas covered by this Agreement and all other matters of mutual concern in the operation of the school system. Any Agreement so negotiated shall apply to all members of the employer-employee unit represented by the Association, be reduced to writing, and be signed by the authorized person representing the Superintendent and the Association.

When negotiation meetings between the Board and the Association are scheduled during a school day, the Association (up to seven (7) members) will be relieved from all regular duties to permit their participation in such meetings. Such relief from duty shall not involve any loss of pay. All negotiations shall alternate between the scheduled workday and after the scheduled workday.

Article IV: Time and Scope of Negotiations

B. Availability of Budgetary and Statistical Information

During negotiations, the Board and the Association will present data, exchange points of view, and make proposals and counterproposals. As soon as available, and upon written request, the Board will provide the Association with a complete tentative budget, and/or the individual items contained therein, for the next fiscal year as well as preliminary budgetary proposals, requirements and allocations. The Board will also make available to the Association for inspection all pertinent records, data, and information of the Ithaca City School District upon written request. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.

C. Appeal to Public Employment Relations Board

In the event that the parties have not reached agreement by sixty (60) days prior to the Board's annual budget submission date, or in the event that either party fails or refuses to negotiate, then either party may declare negotiations at an impasse and seek the assistance of the New York State Public Employment Relations Board.

D. Processing of Matters Not Specified

In matters not covered by this Agreement: (1) The District will deliver notice in writing to the President of the Association of any changes being considered in the salaries, wages, hours, and other terms and conditions of employment (as defined by the Public Employees Relations Board) or policies affecting any of these items. The Association has the right to negotiate with the Board regarding any such proposed changes provided it files a request with the Superintendent within fifteen (15) school days after the receipt of said notice.

E. Negotiations with Other Organizations Prohibited

The Board agrees not to negotiate with any employee group or organization other than the Association in regard to wages, hours, the terms or conditions of employment of employees in the unit represented by the Association or any other topic whatsoever affecting said employees during the term of this Agreement.

F. Maintenance of Standards

Except as required by this Agreement, or by a mutually agreed upon amendment to this Agreement as a result of a problem-solving effort, both parties shall maintain at least the present standards affecting the terms and conditions of employment of the members of the faculty unit.

This Agreement shall not be interpreted or applied in any manner which will deprive teachers of professional and/or employment benefits and/or advantages heretofore enjoyed, or deprive the District of its legally mandated responsibilities.

G. Balancing Requirements and Resources

The Board and Association agree that agreements negotiated between them must reflect a mutually acceptable balance between adequate staffing, facilities, and resources available for education in Ithaca, as well as sound and competitive wage scales of employees of the school district.

Article V: Teacher Administration Liaison

Article V: Teacher Administration Liaison

A. Building Representatives

The Association's building representative(s) and building Principal shall meet once every two weeks if requested by either party during the school year to review and discuss local school problems and practices.

Each building representative shall have the right to schedule Association meetings before or after school or during the lunch period in their building.

The building representative(s) shall be provided with not less than ten (10) minutes time at all building faculty meetings to report on the matters involving representation of the teachers by the Association.

The building representative(s) shall be allowed free time during school hours each week to perform their duties under this Agreement, providing such free time does not interfere with their teaching duties and does not interfere with the duties of other teachers.

B. Association/Superintendent Liaison Committee

Representatives of the Association and representatives of the Superintendent shall meet once a month if requested by either party during each school year to review and discuss current school problems and practices, common goals and problems, long-term plans, strategy and philosophy of education and the administration of this Agreement. Such discussion shall include all matters of professional concern.

C. Curriculum and Program Development and Implementation

The professional staff is and should continue to be a major source of developments and innovation in the educational programs of the Ithaca City School District. Each teacher is encouraged to serve on at least one building-level or district-wide committee at least once every three years. The Association will be involved in the development, implementation, improvement and evaluation of such programs. The District reserves the right to involve other appropriate persons.

D. Teacher Consultation on Building Programs

In formulating designs and plans for the construction of new school buildings and/or the material alteration of existing school facilities, the Board, the administration and the architects will consult with representative teachers of those grade levels and specialties to be affected thereby, and all timely written recommendations and suggestions will be considered in formulating such plans.

E. School Based Decision-Making Committees

1. The teachers serving on the initial District Committee and all District-wide Site-Based Committees will be appointed by the Ithaca Teachers Association.
2. The initial committee shall define "Site Based decision Making" and develop a plan for implementation at the building level site.
3. Prior to the filing of the Site-Based Decision-making document with the State Education Department, the District will present the plan to the Association for review and comment.

Article VI: Professional Development and Educational Improvements

4. Once a definition and plan have been developed, the District will provide funding to train teachers, parents, administrators and other participants who will be involved in implementing the process. Topics for training will be included in the plan developed by the Professional Development Plan Committee.
5. Schools will have a flexible implementation time line.

Article VI: Professional Development and Educational Improvements

A. Expenses of Professional Workshops and Conferences

A teacher may, with the advance approval of the appropriate Principal, District-wide Supervisor, or Coordinator, as the case may be, and with the approval of the Superintendent, or their designee, attend workshops, seminars, conferences, or other professional improvement sessions. The Ithaca City School District will pay the reasonable expenses, including fees, meals, lodging, and transportation incurred by these teachers. The Board shall budget funds each year for this purpose, exclusive of the cost of substitutes and salaries.

In addition, a teacher may, with the approval as stated above, attend such professional improvement sessions at their own expense. The Ithaca City School District will pay each teacher their regular salary while absent in connection with attendance at such sessions and will also pay all substitutes' salaries thus necessitated.

The funds budgeted for the purposes of professional development each year shall be apportioned among the several buildings and District-wide departments on the basis of the number of FTE in each. Beginning July 1, 2016, funds for professional workshops, seminars, conferences, or other professional improvement sessions will be allocated to the buildings and District-wide departments at a rate of \$100 per FTE. The teachers in a building or District-wide department can submit requests for the funding of individual, departmental, group or building-wide or district-wide professional workshops, seminars, conferences, or other professional improvement sessions to their building or district-wide department committee. The committees will review and act upon the requests for professional improvement when deciding how to distribute expenditures of said funds. At least 30% of the funds shall be set aside for activities held in the second semester of each school year. These committees will be made up of teacher representatives appointed by the Association and administrators who will collaboratively determine which requests will receive funding.

In addition, teachers shall be compensated at the IRS rate for mileage, for which they have prior approval, when their attendance at professional development workshops requires the use of their personal vehicle.

B. Development of New Programs

The Board agrees to involve the Association in the development of new curricula or teaching programs. The Board shall have the right to involve such persons as it may deem fit in the development of such programs. Recommendations for teacher participants will be sought from the Association prior to the appointment of teachers.

Article VII: Teacher Employment

The Association shall have the right to initiate discussions in connection with the development of any new programs which it desires to seek for the Ithaca City School District.

C. Teacher Improvement Plan

The Teacher Improvement Program (TIP.) is detailed in the APPR Plan documents as agreed upon by the parties and approved by SED.

The Plan is designed to identify that small number of individuals whose teaching performance is at a level requiring efforts to correct professional deficiencies and includes a process for developing individualized plans for professional improvement for any teachers who have been so identified.

It is also recognized that in cases where assistance offered through the Teacher Improvement Plan is refused or has not been effective, negotiated salary increases may be withheld. These processes shall not preclude 3020-a proceedings where such proceedings may be deemed appropriate.

Article VII: Teacher Employment

A. Prior Experience Credit

Full credit will be given for previous teaching experience up to twenty-five (25) years of teaching experience in a duly accredited public school. Up to five (5) years of teaching experience will be given for full-time employment in a parochial school, private school, Department of Defense school, or Department of State school. Additionally, credit for related work experience and military experience may be given. This credit shall be granted at the time of initial employment, and once granted and verified, may not later be diminished.

B. Re-Employment of Teachers

A tenured teacher who has resigned from the District and who returns to the District may be appointed to a probation period of fewer than three (3) years if warranted in the judgment of the Board and consistent with Education Law.

C. ITA Notification (New Employees, Returning Employees)

The names of all newly employed teachers and all teachers returning from extended leaves shall be submitted to the Association as soon as they have accepted an offer or have returned to District service.

Article VIII: Teacher Assignment, Transfer, and Promotion

A. Salary and Assignment Notices

Teachers will be notified in writing of their salaries for the coming school year within twenty (20) days after salaries for such coming school year have been agreed upon by the parties hereto and by February 1 for any year for which salaries are not to be negotiated. As soon as practicable, and under normal circumstances not later than June 30, returning teachers will be notified in writing of their tentative assignments by the building Principals or their immediate supervisor for the

Article VIII: Teacher Assignment, Transfer, and Promotion

following school year, including the school(s) to which they will be assigned, the grade(s) and/or subject(s) that they will teach, and any atypical class(es) that they will have.

B. Area of Assignment

In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

C. Notices of Any Application for Vacancies

1. No less than twice each semester, the Superintendent shall have posted on all faculty bulletin boards in all school buildings a list of all known vacancies in the faculty unit for the then current and the following school year. The method of applying for the position will be clearly set forth in the notice.
2. Such notices shall be posted as far in advance as practicable, ordinarily at least fifteen (15) days before the final date when applications must be submitted and in no event less than ten (10) days before such a date. In the case of vacancies occurring during summer vacation, the notice thereof shall be posted in the administration offices of the Ithaca City School District and a copy thereof shall be sent to the Association and to each individual teacher previously registering with the Board of Education in the manner hereinafter provided for such openings.
3. In the case of vacancies that would occur as a result of the District receiving a notice of retirement ninety (90) or more days prior to the retirement date, and said position is intended to be filled, the District shall post the vacancy within five (5) business days of the Office of Human Resources receiving the official notification.
4. The Superintendent of Schools or their designee shall agree with the representative of the Association on the content and form of all applications for transfer, reassignment, and/or promotion to be used for positions in the negotiations unit represented by the Association.
5. Any teachers who desire to apply for any such vacancy shall submit their applications in writing to the Office of Human Resources within the time limit specified in the notice.
6. Teachers who desire to be informed of positions which become vacant during summer months may inform the Office of Human Resources in writing of postal and/or electronic addresses at which they may be contacted during the summer months. The Office of Human Resources will mail notices of vacancy to those teachers who provide the Office of Human Resources with self-addressed envelopes or mailing labels for this purpose.

D. Requests for Transfer

Teachers desiring a change in assignment shall file a written statement of such desire with the Administrator responsible for personnel by April 1. All such requests will be honored to the extent that they do not conflict with the instructional requirements and best interests of the School District. Teachers will receive a written response to their request by August 1. The written response will inform the teacher whether the request has been granted or denied or whether the District will need additional time to decide the request. If the written response advises the teacher of the need for additional time, it will also ask the teacher to advise the District of the date beyond which the teacher would no longer be interested in the change of assignment for the ensuing school

Article VIII: Teacher Assignment, Transfer, and Promotion

year and the request will be considered withdrawn on that date or seven (7) calendar days before the commencement of classes for the ensuing school year if the teacher does not specify a date.

E. Notice of Hiring and Transfer

The names and addresses of every teacher newly hired, reassigned, transferred, or promoted in the school system will be made available to the Association via the Board of Education report or by request to the office of Human Resources.

F. Qualification for Assignment

Vacancies including athletics, extracurricular, and other stipended positions shall be filled from within where practicable. All appointments and assignments to any and all vacancies and openings shall be based on qualifications, experience, and certification. Every unsuccessful applicant will be advised of the filling of the vacancy as soon as possible after the same is filled. Unsuccessful applicants who are represented by the Association shall, upon request, be furnished with an explanation as to why they did not receive the appointment to such vacancy.

G. Salary of Long-term Substitutes

All Long-term Substitutes to any and all positions will receive the salary commensurate with their experience and education. Teachers who have retired from the District and are returning as long-term substitutes will be paid at the rate of pay received at the time of retirement.

H. Probationary Service of Transferred Teachers

The voluntary transfer or reassignment of any tenured member represented by the Association to a position outside of their existing tenure area may require a probationary period of fewer than three (3) years in the new position if warranted in the judgment of the Board and consistent with Education Law.

I. Involuntary Transfers

It is recognized that some involuntary transfers of teachers from one building to another or reassignment within a tenure area may be in the best interests of the District but should be held to a minimum. Notice of any such involuntary transfer shall be given as soon as practicable and under normal circumstances not later than June 10.

However, if notice is given on or after August 15, the member shall be entitled to two (2) days of paid time to prepare for the new assignment. Payment for these days shall be made after the submission of a time sheet.

When transfers are necessary to positions for which there are no previous applicants, volunteers will be sought for such positions and no involuntary reassignments will be made unless it has not been possible to locate an adequate number of volunteers after a good faith effort for a period of ten (10) days. Volunteers will be transferred or reassigned first. After the group of available volunteers has been exhausted, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service in the school system will be considered in determining which teacher is to be transferred or reassigned.

An involuntary transfer or reassignment will be made only after a meeting between the teacher involved, a representative of the Association, and the Superintendent or designee is held, at which time the teacher will be notified of the reasons therefore and if the teacher objects to such transfer

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or reassignment, a good faith effort will be made to transfer or reassign the teacher to an acceptable position.

J. Schedules and Reimbursement of Teachers Required to Travel

In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such teachers will be notified of any changes in their schedule immediately upon completion of the schedule. All teachers who are required to travel, other than from home to school and school to home, in connection with their duties will be paid mileage at the Federal rate per mile.

K. Administrative Approval of Assignments

Teachers shall not be hired and/or assigned without a prior interview by and the consent of the District-wide Coordinator and Principal(s) of the building(s) to which the teacher will be assigned.

L. Hiring and Assigning Administrators

The Board of Education will ask the Association for teacher representatives to participate in interviews of candidates being considered for employment as Superintendent of Schools.

The teachers shall be appointed by the Association, comprise at least 1/3 of the committee, number at least 4, and jointly develop, with the administration or the Board of Education, the questions the candidates are asked.

The Superintendent will ask the Association for teacher representatives to serve on committees established to interview candidates for any building level or District-wide administrative position.

The Superintendent will inform the affected staff of any administrative transfers before such transfers are made public. The Association President will be invited to any meetings at which transfer announcements are made to school staffs.

The affected staff will have the opportunity to meet with the administrator before the transfer actually occurs and the staff will have an opportunity to provide input to the Superintendent.

M. Teacher Training

A responsibility of skilled veteran teachers is to help inexperienced teachers develop as professionals. The Association and District will encourage experienced teachers to work with beginning teachers.

Those staff members assuming responsibility for the training of pre-service personnel and/or Teacher Aides/Assistants shall make their own compensation arrangements with such educational institutions which may be requesting this training. This type of training should assure a continual development of highly competent professional.

N. Involvement in Teacher Education Programs

Involvement of any member of the negotiating unit in any facet of a teacher education program in the Ithaca City School District will be on a strictly voluntary basis.

Article VIII: Teacher Assignment, Transfer, and Promotion

O. Tenure Areas and Seniority

1. There are two types of teacher tenure areas in existence at this time. Teachers appointed prior to August 1, 1975, are referred to as “Baer” teachers and their tenure areas are as established in their Board of Education appointments. Teachers appointed after August 1, 1975, are referred to as “Part 30” teachers and their tenure areas are set forth in Part 30 of the Rules of the Board of Regents. Seniority lists will reflect the State Education Law’s requirements as to both Baer and Part 30 teachers.
2. The factors utilized in determining the amount of seniority for each teacher are:
 - (a) One (1) year of credit has been counted for each full school year (September through June) where the teacher’s employment status has been full-time.
 - (b) One-tenth (.1) credit has been counted for each full month in years where a full year’s service has not been rendered.
 - (c) In cases where a teacher does not complete a full month’s service, the teacher shall be credited with service equal to the number of paid days worked during the month.
 - (d) No credit has been counted for unpaid leaves of absence granted by the Board of Education.
 - (e) Credit has been counted for paid leaves of absence.
 - (f) Service is credited from the date of appointment. When two (2) teachers start on the same date, the date of the Letter of Intent will determine the order of seniority. If both are the same, a lottery will determine the order of seniority.
 - (g) Part-time seniority credit will be pro-rated on the basis of actual time worked (i.e., a 0.5 teacher will receive 1 year seniority credit for 2 years of ½ time service).
 - (h) Disagreements on individual seniority will be discussed at a meeting with the Personnel Administrator and the Association.
 - (i) Section 30.13 of the Rules of the Board of Regents as outlined will apply to all pre- and post-August 1, 1975, teacher appointments.
3. When the Board of Education abolishes professional education positions, it shall do so in accordance with the provisions of Sections 2510, 2585, and 3013 of New York State Education Law.
 - (a) The Board shall identify the tenure area in which the professional education position is abolished.
 - (b) The Board shall determine the person having the least seniority in the tenure area affected by the abolition.
 - (c) Should the individual identified have tenure or be in probationary status in additional tenure areas created by this Part, the individual shall be transferred to such other tenure area in which the individual has greatest seniority and shall be retained in such area if there is a professional educator having less seniority than the individual in such other tenure area.
 - (d) If such individual is junior in service in such second tenure area, the individual shall be transferred in succession, in order of length of service, to each of the areas in which the individual shall have acquired tenure or be in a probationary status and shall be retained in any such area if there is a professional education in such area having less seniority than the individual.
4. Reductions in Force- If at the time of a reduction in force a part-time teacher exercises their seniority rights to claim a specific position, the teacher must accept the position (full-time

Article IX: School Building Facilities

or part-time) at its current time allotment unless the District agrees to allow a change in the time allotment (see Sections 2510, 2585, and 3013 of New York State Education Law).

5. Part-time teachers holding valid teaching certificates, who are employed fifty percent 50% or more, shall be eligible for tenure upon completing the equivalent of four (4) full years of service in the District.

Examples:

0.5 employment would require eight (8) years of service.

0.8 employment would require five (5) years of service.

6. Non-tenured unit members shall be formally observed in accordance with the mutually agreed upon APPR document.

P. Affirmative Action

The District maintains policies and commitments concerning diversity and equity. The Ithaca Teachers Association (ITA) supports and shall make every effort to promote a diverse staff that is reflective of our diverse student population and community. The ITA supports the premise that it is important to expose our children to a diverse teaching staff within each of our schools. Every child has the basic right to a great public school with a qualified and caring staff, including educators who are culturally competent or who share similar cultural experiences, and who can serve as role models demonstrating that education and achievement are to be respected.

Article IX: School Building Facilities

A. Safety of Facilities

All buildings, rooms, materials, and/or equipment of the District used or occupied by teachers in connection with the instruction and/or supervision of pupils shall be in compliance with the rules and regulation of the Division of Educational Facilities Planning of the New York State Education Department for the continuing use of existing buildings and/or the planning of new facilities and/or renovation of existing facilities. Equipment shall carry Underwriters Laboratory approval where applicable.

Suspected deficiencies will be reported by the Association to the Superintendent of Schools or their designee. If during the term of this Agreement the Association has reasonable cause to think that testing should be conducted on the indoor air quality and/or the quality of drinking water, tests can be requested. The tests, to be conducted by a qualified professional, will be scheduled within two (2) weeks of the request. Copies of the findings will be mailed to the Association and the District as soon as they are completed.

If the report indicates that any facilities and/or equipment fail to meet any of the foregoing standards, the Superintendent of Schools or their designee will develop a plan of action and timeline for correcting the deficiencies. This plan of action will be developed by the District within sixty (60) calendar days after the report is received and forwarded to the Association.

If the initial report is unable to locate a deficiency, but a serious problem persists, the Association may request that additional testing be conducted by a mutually agreed upon independent

Article IX: School Building Facilities

professional. A schedule for these tests will be made by the District within two (2) weeks of the selection of the independent professional and forwarded to the Association.

If the report indicates that any facilities and/or equipment fail to meet any of the foregoing standards, the Superintendent of Schools or their designee will develop a plan of action and timeline for correcting the deficiencies. This plan of action will be developed by the District within sixty (60) calendar days after the report is received and forwarded to the Association.

B. Classroom Facilities

1. Each classroom will be adequately heated, lighted, ventilated, furnished, and be acoustically satisfactory. Adequate facilities for storing instructional materials and supplies will be provided for all teachers.
2. The District will not knowingly require a teacher to perform duties in areas in which the teacher's health, safety or well-being may be endangered.

C. School Building Facilities

The following facilities are desirable for all school buildings:

1. an adequately heated, lighted, ventilated, and furnished teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials;
2. a communication system so that teachers can communicate with the main building office from their classrooms and get timely response by adult personnel during school hours;
3. an adequately heated, lighted and furnished room, with telephone, to be reserved for the exclusive use of the teachers as a faculty lounge, said room to be in addition to the aforementioned teacher work area;
4. adequately lighted heated, ventilated, and clean adult restrooms, gender neutral and/or separate for each gender, and separate from the students' rest rooms;
5. a separate, private dining area for the use of District employees;
6. a parking area with an adequate portion thereof reserved for teacher parking.

In order to facilitate this section, the Director of Facilities shall meet with the Ithaca Teachers Association Safety Committee on a regular basis, but not less than three (3) times each school year, to review health and safety concerns.

New and renovated buildings will be planned with due consideration for the foregoing. In the case of existing buildings, reasonable effort will be made to furnish the above facilities as it becomes practicable to do so.

Each teacher shall have adequate work and storage space assigned to them for their personal use.

D. Facilities and Clerical Staff Supporting Teachers

All Department Leaders, Coordinators, Curriculum Head, School Counselors, School Psychologists, School Social Workers, Librarians, Deans, Teachers on Special Assignment and

Article X: Teacher Protection, Student Discipline, and Classroom Interruptions

other teachers requiring telephone facilities, office equipment and machinery, and clerical staff shall be furnished with the same adequate and appropriate quantity to enable them to fulfill effectively their professional assignments and duties and to relieve them from non-professional clerical tasks where applicable.

E. Use of Keys

All professional staff members shall have access to a key, key card or other authorized device permitting access to their building(s), assigned classroom(s) or work space(s), as well as access to designated space with a telephone connected to an outside line. Any employed teacher who adheres to building security regulations shall be entitled to keep the key, key card or other authorized device during times when access to the building is permitted.

F. Admission to School Events

All professional staff and immediate family members accompanying the staff members may be admitted to all Ithaca City School District sponsored events free of charge.

Article X: Teacher Protection, Student Discipline, and Classroom Interruptions

A. Anti-Discrimination

The employer will not discriminate against any teacher because of race, color, religion, sex, national origin, sexual orientation, age or disability.

B. Individual Freedom

The private and personal life of a teacher is not the appropriate concern of the Board of Education or Administration, except as it may interfere with the teacher's duties.

C. Teacher Protection

Teachers will immediately report all cases of assault sustained by them in connection with their employment to their Principal or immediate supervisor, in writing. Said report will be forwarded to the Superintendent, who will comply with any reasonable request from the teacher for information in their possession relating to the incident or the persons involved and will act to protect the rights of the teacher.

D. Physical Restraint and Reports

The District will provide teachers, upon request, with TCI training or other training regarding the District approved restraint methods. Such training shall include an understanding of when and how to restrain students.

The parties recognize that instances arise when physical contact between a teacher and student(s) may be necessary. In such cases, a report shall be made immediately to the teacher's immediate supervisor. The building Principal or immediate supervisor, as the case may be, may require a written report of any such incident. (See physical force policy in student handbook.)

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E. Save Harmless

The Board agrees to save teachers harmless from any financial loss, including reasonable attorneys' fees, arising out of any accusation of an assault, claim, demand, suit, criminal prosecution, or judgment by reason of any act or omission to act whatsoever by such teacher within or without the school building, provided such teacher, at the time of the act or omission complained of, was acting within the scope of their employment under the direction or the approval of the Board or the duly appointed officials of the District. This provision shall inure to the benefit of the individual teachers, their heirs and executors, and their insurance carriers, if any. Notification by the teacher must be given as required by Section 3023 and/or Section 3028 of the New York State Education Law.

F. Complaints

Serious complaints directed against a teacher shall be promptly called to the teacher's attention, and the teacher shall be afforded an opportunity to reply to the same; and no derogatory complaint letter or report shall be placed in the teacher's file without the teacher's knowledge and an opportunity to make a written statement of explanation to be attached thereto. An opportunity will be provided to meet with complainants for the purpose of discussing the complaint except in cases that may result in criminal or civil charges.

G. Disciplinary Orders

Teachers shall receive instructions and directions from supervisory personnel and implement the same.

H. Building Evacuation

In the event that any school building is evacuated in whole or in part by reason of any report or threat of damage thereto by bomb, fire, or other lethal instrument or incident, no teacher will be required to participate in any search for such lethal or destructive instrument. When the Principal or any school staff member receives a telephone call advising that a live bomb is secreted in their school building, the first step is the decision as to the credibility of the call. Whenever a building Principal decides that a call is not credible, the Principal must do so in conjunction with the Superintendent or their designee.

I. Challenges Faced in the Classroom Setting

Students causing disruption to the learning environment impedes the educational progress of the entire class. No such student shall knowingly be assigned to any class without the teacher first having been informed of the known facts relative to such student.

Teachers encountering such students in their classrooms shall be given early support in the form of psychological and social casework assistance.

In the event that the presence of any student or students becomes unduly disruptive to the conduct of instruction or threatens the welfare and/or safety of the teacher and/or the students, the teacher is hereby authorized to remove forthwith such student or students from the class until such time as the disruptive behavior has been addressed and through collaboration with the teacher(s) and Principal directly involved, best serves the interest of the District and the student. If the student continues to be disruptive upon return to the class, the student will then be removed from said

Article X: Teacher Protection, Student Discipline, and Classroom Interruptions

classroom situation and be referred for alternate instruction with the school and/or community resource personnel.

J. Suspension of Pupils

The District will conform to all necessary requirements of Education Law as it relates to the suspension of pupils.

K. Classroom Interruptions

Except under unusual circumstances, students will not be released from regular class for a private fee program.

L. Attendance Records

Teachers will assume the responsibility of taking attendance. However, records of attendance and records of notes explaining student absence shall be filed and maintained by the administration of each building.

M. Transfer of Student After a Term has Started

If possible, teachers will be given twenty-four (24) hours' notice before a new pupil is placed in their class. When this transfer involves a child already enrolled in the District, the new teacher will have access to all available records in the School Counselor's or Principal's office within twenty-four (24) hours. In the event that a child is transferring from another school district, the administration shall make every effort to obtain the placement information within twenty-four (24) hours.

N. Safety Education Training

Any teacher who is responsible for a group of District students on a day or overnight trip, exclusive of students participating in athletic competition, will be eligible to attend a first aid training program every other school year. The program will be supported by the Board of Education and will be conducted by a School Nurse Teacher or other appropriately certified trainer. Additionally, the District will provide training in the use of an automatic external defibrillator (AED) to district approved teachers who volunteer to be in charge of the AED machine during school functions and trips.

O. Right to Prior Notification

Whenever a meeting with a teacher is requested by the Superintendent or designee, the teacher shall be notified in advance as to the purpose of the meeting. The teacher will have the right to have their building representative or a representative of the Association of their choice attend such meeting.

P. Transfer of District Programs

The Board and Superintendent will not arrange for the transfer of all or part of any existing District program or any personnel to BOCES without first delivering notice of such transfer in writing to the President of the Association.

Q. Hepatitis B Inoculation

The district will provide inoculation for Hepatitis B for those teachers who request such inoculation and who agree to release the District and its health care provider from any and all liability.

Article XI: Teaching Hours and Teaching Load

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A. Teachers' Work Day

1. All teachers are required to devote sufficient time to their duties to fulfill their professional responsibilities and teaching assignments. By mutual agreement, teachers may be assigned an alternative starting and ending time provided their total work day shall be comparable in length to the standard teacher's work day. Specialists shall not be required to meet with more than five (5) classes in one-half (1/2) day. Classes will be at least one-half (1/2) hour in length.
2. Beginning of School Day
 - (a) Effective July 1, 2000, ten (10) minutes will be added to the beginning of the school day during which time IHS and LACS teachers will be available. This time is not for the purpose of making assigned duties and teachers will not be restricted to being in their classroom, but will be expected to be generally available for a variety of professional matters including additional student assistance, preparation of school materials and other related professional activities.
 - (b) Effective July 1, 2019, twenty (20) minutes will be added to the beginning of the school day during which time Boynton and DeWitt teachers will be available. This time is not for the purpose of making assigned duties and teachers will not be restricted to being in their classroom, but will be expected to be generally available for a variety of professional matters including additional student assistance, preparation of school materials and other related professional activities.
 - (c) Effective July 1, 2006, bargaining unit members assigned to elementary buildings will be present twenty (20) additional minutes prior to the start of the school day as follows:

Bargaining Unit Members Assigned to Elementary Buildings Additional 20 Minutes

 - Full day and morning only pre-K through 5th grade classroom, reading, special education, speech, ENL, music, physical education, and art teachers; teacher-librarians; and occupational therapists.
 - Full day and morning only school counselors, social workers, and psychologists.

Supervisory duty for the 20 minutes applies to all full day and morning elementary building teachers however, itinerant teachers are not required to be assigned to a designated supervisory assignment during this time to permit them to have additional student contact time and fulfill professional obligations that itinerant teachers encounter but may also assist in any duty assignment when in a building and when available to do so.
3. Depending on the nature of the assignment, it may be beneficial for Teachers on Special Assignment (TOSA's) to have non-traditional work-schedules. In such circumstances, the TOSA may request a non-traditional work-schedule (i.e. partially or wholly outside of the normal work hours of the department or building) from the TOSA's direct administrative

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supervisor. The supervisor may approve the non-traditional schedule, in whole or in part, for a temporary period of time or for the entirety of the special assignment, or reject the request in its entirety. Once action is taken by the supervisor, said schedule shall remain until the end of the agreed upon period of time unless additional changes are mutually agreed upon by TOSA and supervisor.

B. Supervisory Responsibilities of Psychologists, Social Workers, and School Counselors

For the duration of this contract, Psychologists, Social Workers and School Counselors will be relieved of traditional supervisory duties (e.g., cafeteria supervision, playground supervision, hall supervision, supervision of bus loading and unloading) to permit them to have additional student contact time. The parties recognize that relief from these traditional supervisory duties is not meant to limit the exercise of professional responsibilities by Psychologists, Social Workers and School Counselors in the areas in which supervisory duties are typically performed (e.g., cafeterias, playgrounds, halls, bus loading and bus unloading).

C. Lunch Period

All elementary school teachers shall have at least a 30-minute duty-free lunch period each day and all secondary school teachers shall have a duty-free lunch period as long as the students' lunch period each day but in no event less than 30 minutes.

D. School Calendar

By February 1, the President of the Association shall provide to the Superintendent written recommendations regarding the calendar for the following school year. The teacher work year shall comprise 187 days, 184 of which can be days of instruction. One of the 187 days will be worked at the member's discretion for the purpose of PLC or professional development. This "Professional Day" may be completed any time between July 1 and June 30 and may be used for planning, professional development, or any aspects of research/preparation that pertains to student growth and achievement. The parties agree that the teacher discretion day will be documented in a manner consistent with district practice. The calendar shall additionally include up to three "reschedule" days on which school will be open as a result of emergency school closing such as snow days. These "reschedule" days will be identified in the calendar.

The District may schedule additional voluntary workdays without additional payment. The additional days will be entirely voluntary and the days will be subject to procedures established in accordance with the Professional Development Plan. The days are intended to be teacher in-service and training days and not additional student attendance days. Teachers would be primarily responsible for planning the content of these voluntary workdays. The Ithaca Teachers Association will be notified of the teachers serving on any Professional Development committees. All expenses for approved plans for these days shall be borne by the District.

E. Faculty and Professional Learning Community Meetings

1. Faculty and PLC meetings currently held on Wednesdays will follow the schedule of Faculty meetings being held on the first and third Wednesday and PLC meetings being held on the second, fourth, and fifth Wednesday of each month. Teachers and administrators working collaboratively may make changes to this schedule in an individual building. Faculty members will be excused from these meetings in the event of unavoidable conflicts with other professional responsibilities.

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The district will establish up to eight Wednesdays a year for district-wide PLCs. A sample list of district-wide PLCs may include, but is not limited to, special education, reading, art, music, P.E., ENL, and teacher librarians. Some agendas for district-wide PLCs will be created by administrators but attempts will be made to collaboratively form agendas.

2. Faculty members will attend up to two (2) sixty (60) minute school faculty meetings per month. These meetings will be scheduled immediately before or after the school day by mutual agreement between the faculty and administration. Staff members will have input into the development of the faculty meeting agendas.
3. The District and the Association support the use of Professional Learning Communities (PLCs) in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. Staff members will attend up to three (3) ninety (90) minute PLC meetings per month.

PLC teamwork must include some or all of the following:

- Gathering and analyzing evidence of current levels of student learning
- Developing strategies and ideas to build on strengths and address weaknesses in that learning
- Designing lessons, case studies, and units
- Analyzing the implementations and results of those new strategies and lessons
- Applying new knowledge in the next cycle of continuous improvement

In keeping with the spirit and intent of Professional Learning Communities, the agenda for PLC time shall be set by PLC teams and individual teachers. The agenda shall not be mandated by building or district level administrators. PLC teams may meet even if all members are not present. In order to fully engage all members of their PLC, no member shall serve on more than two PLCs in a school year. For each meeting, PLC teams shall submit a list of attendees, the time and place of the meeting, and a brief summary of items discussed and/or decided.

The spirit and intent of Professional Learning Communities also include a role for administrators. Ideally, administrators are a presence at PLC meetings to learn along with teachers and to find ways to support the growth and development of PLCs. In instances where a PLC is not implementing some of the above-mentioned strategies during their time together, an administrator can provide additional guidance and support to a PLC in the form of assistance with establishing norms, guiding agendas, or creating meeting structures that allow for effective participation, development, and growth.

F. Open House/Curriculum Night

It is the teacher's professional responsibility to attend an open house or curriculum night for the school to which the teacher is assigned. Itinerant teachers or specialists will not be expected to attend more than one (1) such night.

It is the teacher's professional responsibility to attend one (1) open house or curriculum night for the school to which the teacher is assigned. If a teacher is assigned to more than one school and attends more than one open house or curriculum night, the teacher will be compensated for the additional nights at double their hourly rate.

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G. Preparation Time in Elementary Schools

Elementary school teachers will have at least one preparation period each day of at least 30 minutes during which they will not be assigned to any other duties. Such preparation period may be scheduled when the pupils in the teacher's class are being instructed by a specialist.

There may be a 15-minute recess period each day by agreement of the Principal and the staff involved. Such recess period will be in addition to the teacher's lunch period and preparation period. The building Principal in cooperation with their staff will be responsible for implementing this section.

The Principal and the staff will also attempt to develop a special schedule so that each teacher has an additional preparation period during the week. Usually this additional preparation will occur on the days the teacher's class has more than one special class.

Elementary teachers will not be required to remain with their class when the class is being taught by a specialist.

H. Teacher/Parent Meetings

Teachers or parents may initiate meetings to discuss issues of concern about students or programs. If requested by either party, an administrator and/or Association representative will be present. Meetings will be arranged at a mutually convenient time.

From time to time, teachers or parents may initiate parent-teacher meetings to discuss issues of concern about the parent's child, or teacher's classroom or program in general. Parent-teacher meetings may be authorized by the Principal or the teacher, and, if authorized, shall be scheduled at time that is convenient for the teacher and the parent. An administrator will endeavor to attend a parent-teacher meeting if so requested by the parent or the teacher. A teacher may request that an Association representative attend a parent-teacher meeting, in addition to, or in lieu of, an administrator. The Association representative shall be permitted to attend a parent-teacher meeting, provided that, prior to the meeting, the parent: (a) consents to the union representative's presence, and (b) executes a written release authorizing the Ithaca City School District to disclose personally-identifiable information derived from the student's educational records to the Association representative during the parent-teacher meeting.

I. Teaching Periods and Preparation Time in Middle and Secondary Schools

1. There shall be five conditions which govern the utilization of subject area teachers in the middle and secondary programs:
 - (a) Preparation of the teaching schedule shall be the task of the Principal and staff, cooperating fully in a way that is mutually agreeable.
 - (b) An equitable class load and student load in keeping with the availability of staff and the specific nature of the subject area shall be established each year within the building schedule.
 - (c) Time for preparation (at least one (1) full period or its equivalent) during each school day shall be maintained.
 - (d) Innovations leading to the most effective use of teaching time and talents and innovations in the scheduling of classes shall be recognized as essential if optimum educational goals are to be achieved.

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- (e) Each middle school team teacher shall be entitled to a team planning period and a preparation period each day. Every effort shall be made to ensure a team-planning period for those teachers without a team planning period assignment.
- 2. When no other method of balancing the teaching load is possible, and as recommended by the building Principal or supervisor, and if the teacher agrees to be assigned to extra students teaching periods, the teacher shall be compensated at a rate of 0.167 of a day's salary for each such additional period. Such extra teaching periods will be on a voluntary basis and will be utilized only to meet special temporary situations and will not be permanent in nature. Except as herein modified, existing policy in this area shall remain in effect.

J. Department Leaders

- 1. Department leaders will be elected by the members of that department. The election will be conducted by the Ithaca Teachers Association and the Association President or designee shall notify the principal of the name of the elected department leader. In order to be eligible to run for election the teacher must be certified in a field covered by the department.
- 2. Duties: It is the intent of the parties that Department Leaders will conduct all duties and responsibilities including but not limited to the following: Department Leaders will coordinate PLC meetings, Supplies, Budgets, Leadership Teams, and Scheduling.
- 3. Department leaders cannot serve as mentors to teachers within their department.
- 4. Release Time:
 - Department Leaders
 - 2-4 members = release from homeroom and supervisory duty
 - 5-9 members = 1 leadership release period (20%)
 - 10 or more members = 2 leadership release periods (40%)

Each teacher shall be assigned to a department. No department shall consist of fewer than two teachers.

K. Subject Areas in Secondary Schools

Secondary school teachers will not be required to teach more than two subject areas nor more than three teaching preparations within said areas at any one time. Teachers assigned to more than two subject areas or more than three teaching preps will be relieved of their supervisory assignments.

L. Obtaining Substitutes

It shall be the responsibility of the administration to make every effort to obtain substitutes for regular classroom teachers, for specialists where necessary, and for auxiliary personnel where requested by the supervising teacher. A teacher shall not be responsible for obtaining a substitute.

M. Reporting Unavailability for Duty

Teachers shall be given a telephone number and are expected to call and report their absence(s). A teacher shall not be responsible for obtaining a substitute.

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N. Extra Help For Students

Teachers will provide extra help for students in need. Such help may be provided before, during or after the school day by mutual agreement between the teacher and student. Teachers will communicate their availability for such help clearly to their students.

O. Early Dismissal

There may be a minimum of four (4) early dismissal days per semester. The length of the school day will be adjusted the minimum necessary in each school to allow dismissal one (1) hour early.

P. Professional Plan Development Opportunities

1. The District shall develop and adopt a professional development plan consistent with the guidelines established by the Commissioner of Education, in order to provide teachers with substantial professional development opportunities including opportunities directly related to student learning needs. The District shall provide sufficient professional development opportunities to enable teachers to meet the state requirement for professional development. Teachers shall be responsible for completing at least thirty (30) such hours during each school year. No additional compensation shall be paid for the completion of activities required by this paragraph. Other alternatives that have received prior written approval of the Superintendent or designee shall be subject to the provisions of Article XXVI D, 1(d).

Teachers may fulfill the requirements of paragraph “1” through attendance and participation in Superintendent’s Conference Days, additional unpaid voluntary workdays, scheduled in-service at Faculty Meetings and other alternatives that have received the prior written approval of the Superintendent of schools or designee.

2. New teachers will be expected to attend up to three (3) days of orientation and staff development prior to the first day of student attendance. Such orientations and staff development will include information about the District professional development plans and the District’s commitment to multicultural education. Teachers will be compensated at the rate of \$197.00 for each completed day of such attendance. The opening staff day for all teachers and other days scheduled as part of the 186 day school calendar shall not be considered as part of the three (3) days.
3. If the District elects to use mentor teachers, they shall receive a stipend of \$600.00 per year. Department Leader cannot serve as mentors to teachers within their department. Those serving in an administrative and/or evaluative position cannot serve as mentor teachers.

Q. Professional Improvement

The continually increasing knowledge from educational research demands that teachers keep abreast of this knowledge and consider and plan its inclusion in school district operations. To this end, professional improvement programs will be planned jointly by the Administration and the Association. These programs will be scheduled for weekends, time immediately before the beginning of the work year, early dismissal days established in Section O of this Article, and for other times during the regular instructional year as mutually agreed upon by the Administration and the Association. In addition, such time will be established in blocks and/or series which will

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make the programs meaningful. Attendance by teachers at such programs will be voluntary. However, the Association fully accepts its responsibility to encourage all of its members to participate. In order for the teacher to fulfill their obligation to the community and the profession, each should feel responsible to devote at least the equivalent of five (5) working days each year to continuing self-improvement activities.

R. Summer Work

Teachers who are requested to work during the summer months or outside of regular school hours will be paid 1/200th of their annual salary for each day. If the amount of money appropriated for this purpose is exhausted, teachers may volunteer to work additional time but will not be required to do so. This additional work will receive one in-service credit for each day (six clock hours).

S. Job Sharing

The following will apply to those teachers who wish to share a position or are already in a job share position.

1. Job sharing of positions is possible under the following conditions:
 - (a) The building Principal agrees to have a job-sharing situation in their building;
 - (b) The teachers who will job share agree to reduce voluntarily to part-time;
 - (c) There is a compatible partner who has been approved by the District interview process; if a compatible partner is not found the District will advertise for a job-sharing partner;
 - (d) If a request for a job share is denied, the Principal will provide reasons in writing within thirty (30) days.
2. If a tenured teacher reduces to part-time to job share the teacher is entitled to a part-time job in subsequent years. If the teacher wishes to return to a full-time position the teacher will be entitled to a full-time position in their tenure area when a vacancy exists.
 - (a) If a non-tenured teacher reduces to part-time to job share, or a part-time teacher is involved in a job share, the teacher is entitled to a part-time job in subsequent years. If the teacher wishes to move to a full-time position, the teacher may apply for a transfer in their tenure area when a vacancy exists.
 - (b) Tenured teachers who reduce to part-time will retain their tenure.
 - (c) For information on part-time tenure, see Article VIII., O-5.
3. Definition: Job sharing means two (2) teachers sharing one (1) full-time position.
4. Pairing: Job sharing assignments shall be filled only by teachers who have agreed to work together.
5. Selection: Job sharing partners can come from teachers currently employed by the District, or in the event that an ongoing partnership is dissolved, from the pool of applicants for other positions in that area.

When one partner in an existing job sharing position discontinues the job share, the remaining teacher will participate in selecting the new partner. The new job share teacher will be hired in the usual manner prescribed by the Personnel Office for hiring new staff.

Article XII: Pupil-Teacher Ratio

6. Responsibilities: The professional responsibilities of the two (2) job sharers may be divided and/or allocated according to a plan designed by the job sharers, and approved by the Principal in conjunction with the appropriate Assistant Superintendent.

The plan shall include, but not be limited to, a daily schedule and an explanation of how the team will handle grading, parent/teacher conferences, curriculum coverage, common planning, faculty and other staff meetings, back to school night, committee participation, etc.

7. Salary: A job-sharing teacher will receive the appropriate full-time salary prorated to their FTE.
8. Substituting: Job sharers shall substitute for each other whenever possible.

Article XII: Pupil-Teacher Ratio

A. Pupil-Teacher Ratio (PTR)

The parties agree that this section will not have force or effect until it has been renegotiated. A joint labor management committee will be formed to address the language and make a recommendation to the parties for inclusion into the contract. Each of the parties will appoint their own members of the committee and the committee shall establish a timetable to hold meetings with a goal of having a proposal by February 1, 2016.

Staffing for the coming school year will be determined by the April 30 enrollment figures of the respective elementary schools. Secondary schools will use the April 30 enrollment figures of the incoming grade and the two continuing grades in each school.

Upward staffing adjustments will be done on a 0.5 teacher basis using increases in pupil enrollment based on the staffing ratio for each school. The September 30 enrollment figures will be used to determine these adjustments.

If enrollment declines after April 30, teachers may be transferred in whole teacher increments only. Insofar as possible, teachers shall be notified of this possibility before the end of school in June. No teachers shall be transferred unless they are notified by the third week in August. Extra help will be offered to a teacher who is transferred under this clause.

1. The following criteria will be used to determine staffing in the elementary schools:
 - (a) The base PTR will be 23.75. This will be adjusted downward as indicated.

<u>Base PRT</u>	<u>Low SES*</u>
23.75	0%-9.9%
22.25	10%-19.9%
20.75	20%-29.9%
20.00	30% or more

*according to State and Federal guidelines.

- (b) A further adjustment in the PTR will be based on pupil enrollment as indicated.

<u>Pupil Enrollment</u>	<u>Drop in PTR</u>
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Article XII: Pupil-Teacher Ratio

450+	
375-449	-0.5
300-374	-1.0
225-299	-1.5
Less than 225	-2.0

Under no circumstances will the District be expected to maintain PTR at less than 18-1.

The kindergarten teachers of each elementary school will be included in the pupil-teacher ratio. For each two half-day kindergarten students, each school will add one student to its enrollment figures. Each full-day kindergarten student will be counted as one student.

2. Each secondary school (high school, junior high and middle school) will be staffed at a pupil teacher ratio of 18.65 to 1.
3. Professional staff in the elementary schools will not be increased more than 4.0 above the pupil-teacher ratio for that school as determined above.

In the High School, DeWitt, and Boynton the professional staffing will not fall below 21.65.

In Beverly J Martin Elementary and the Lehman Alternative Community School, the professional staffing will not fall below 25.00.

4. The employment of auxiliary personnel will be recommended by the professional staff of that attendance unit.
5. Staff in the Pupil Personnel Services Department will not be assigned as part of the teacher ratio. This group will be comprised of any counselors, psychologists, social workers, speech therapists, occupational therapists, nurse teachers, and dental hygienists. Assignment of personnel in the pupil personnel category will be made by the Assistant Superintendent of Student Services working with members of this department and in cooperation with Principals and other various staff.

Instrumental Music teachers at the elementary level and junior high also will be excluded from the ratio and assigned by the supervisor of Music instruction based on criteria developed by the Music department staff.

6. The number of half-time students enrolled in the BOCES program as of February 1 will be counted as 0.7 in the pupil-teacher ratio for each school for the following year. Any student attending BOCES less than half-time will be counted as follows: one hour at BOCES= 0.9; two hours at BOCES = 0.8.

The number of students enrolled in the BOCES program as of September 1 each school year will be multiplied by the average retention ratio of the three (3) previous years to determine staffing in each school.

7. The parties agree to negotiate the PTR for any school whose enrollment is impacted by the reorganization.

Article XIII: Textbooks

8. Downward staffing adjustments will be done annually at the end of the school year based on the enrollment figures of April 30 of the current school year.
9. All references to September 30 and April 30 enrollment figures in this Article shall mean the last teaching Friday of each of these months.

B. Title I Monies

It is understood that Title I monies must be used to provide programs for identified children in all Title I schools.

C. Classroom Capacities Not to be Exceeded

Except for unusual circumstances, pupils shall not be assigned to any classroom in larger number than the capacity of the teacher facilities or stations available or for which the classroom was designed.

D. Board of Cooperative Educational Services (BOCES)

BOCES programs located in District buildings shall not in any manner disrupt the conduct of programs of the District.

E. Inclusion

(Language changes renegotiated July 1, 2019; first sentence of Article XII.A PTR does not apply)

1. Self-contained classes operated by the District will be staffed with teachers hired from the budget for Special Education/students with disabilities, with financial supports for supplies, contractual services, and appropriate aides from outside the regular school budget.
2. In order to provide continued and increasing teacher support for these students, it is recommended that a PTR weighing of 0.75 be allowed for each student with disabilities assigned to a self-contained classroom.
3. The per pupil allotment of supply money for each school shall be increased by the number of students with disabilities assigned to a self-contained classroom. This number is the same as that on which the PTR weighing is based. These funds shall be allotted with the stipulation that they support teachers of students with disabilities with materials and contract services.
4. No child shall be moved to a more inclusive setting until a conference has been held involving the teacher of a self-contained class, the support teacher, the classroom teacher(s), aides, and the school counselor, where applicable.

Article XIII: Textbooks

A. Adequate Textbooks Guaranteed

Textbooks will be provided in sufficient quantity and in adequate time to ensure that each pupil in each class has textbooks for their own use as needed. If a problem arises, the Association will be notified in a timely manner.

B. Teachers to Participate in Textbook Selection

The purchase of textbooks and other instructional materials, changes in such materials, or selection of new materials shall continue to be determined according to the procedure presently in effect to the end that teachers involved shall have a choice in the text selection unless a change in procedure is mutually agreed upon by the parties.

Article XIV: Supplies and Equipment**A. Adequate Supplies Guaranteed**

The Board agrees that it will provide sufficient supplies so that teachers may fulfill their teaching responsibilities in an adequate and professional manner.

B. Supply Fund

With the approval of a building Principal or supervisor, as the case may be, teachers may purchase emergency supplies by:

1. calling the Business Office giving code, item and price; or
2. arranging for an order to be placed with the vendor.

C. Teacher Involvement in Setting Priorities on Supplies and Equipment

The staff for each building will assist the Principal in setting the budget priorities for supplies and instructional equipment.

D. Report of Building Finances

Each building administrator will report to their staff the total school finances allocated to their building – not including teachers' salaries – upon request up to three (3) times per year. Such reports will be made in writing and shall include a breakdown of how such monies have been or will be spent for staff programs.

Article XV: Teacher Evaluation and Records**A. Teacher Evaluation Process and Principles**

A written report will be made of each classroom observation and a final evaluation that is to form a part of the teacher's personnel record. If the observation is unsatisfactory, the written report will contain suggestions for improvement. A copy of every such report shall be furnished to the teacher involved promptly after such observation and final evaluation; and, within one week after the delivery of a copy of such report to the teacher, a conference will be held between the supervisor and the teacher to discuss such report unless the supervisor and the teacher agree not to hold a conference.

The principles of the District teacher evaluation process are as follows:

- Efforts by the Superintendent and the Association to improve teacher evaluations shall continue.
- Evaluators are not expected to comment on every criterion in every evaluation.
- Evaluators will use the evaluative criteria and goal(s) to individualize each staff member's evaluation.

Article XV: Teacher Evaluation and Records

- Teachers can have an ITA representative go with them to any evaluation conference.
- Complaints directed against a teacher or materials derogatory to a teacher's conduct, service, character, or personality shall be promptly called to the teacher's attention.
- An opportunity will be provided for the teacher to meet with complainants for the purpose of discussing the complaint.
- No material shall be placed in the teacher's personnel file unless the teacher has had an opportunity to review the material and attach a written explanation/rebuttal.
- The teacher shall sign the material indicating that the teacher had an opportunity to review the material. This signature does not necessarily indicate agreement with the document.
- As part of teachers' reflective practice, the Association agrees that there is a role for parent/student feedback. A committee formed in accordance with the regulations of the Commissioner of Education pertaining to the development of the Annual Professional Performance Review Plan shall develop recommendations and submit them to the Board of Education and the Ithaca Teachers Association Representative council for their consideration. The final decision shall be made by the Board of Education.

The Evaluative criteria, timeline, procedures and forms that are to be used when evaluating teachers are contained in Appendix A.

B. Secret Monitoring or Observing Prohibited

All monitoring or observation of work and performance of teachers will be conducted openly and with full knowledge of the teacher. The use of public address or audio systems and similar surveillance devices shall not be used for this purpose.

Observation and evaluation of teachers shall be continuous and ongoing.

C. Outside Activities

Teacher non-participation in voluntary extra-curricular, community, church, club, or social activities shall not be a valid consideration for evaluating teacher performance.

D. Personnel Evaluating

1. Formal observations and evaluations mandated by contract will be conducted by appropriately certified staff.
2. Before a Central Office Administrator or building or district administrator observes and evaluates a teacher for an announced observation, the administrator will conduct a pre-conference before the planned observation to familiarize themselves with the goals, objectives, and general program of the teacher.

E. Notice of Tenure Denial

Probationary teachers to be denied tenure or not to be employed for the following school year will ordinarily be so notified eighty (80) school days prior to the end of the probationary period.

F. Reasons for Tenure Denial

If a probationary teacher who is denied tenure requests the reasons for such denial, such reasons shall be given to them orally and, if the teacher so requests, in writing.

G. Personnel File

1. Location: The Administrator responsible for personnel is the official custodian of all personnel records.
2. Contents: Teacher files as used in this Article refers to the personnel file maintained in the Office of Human Resources.

The personnel file shall not be treated by a teacher as a placement file or used to obtain employment in the District or elsewhere. The District reserves the right to file only those items the Superintendent or their designee deems necessary for the administration and management of the District.

3. Review: A teacher will be provided, upon request, an opportunity to review and make copies of non-confidential personnel data concerning themselves. All such material will be kept in files located with the Superintendent or their designee.

A teacher will be entitled to have a representative of the Association accompany them during such review. Only those who have an official right and reason for so doing may inspect a teacher's file, and said file shall not be open to public inspection except upon specific consent by the teacher and the Association.

H. Response to Derogatory Materials

No material derogatory to a teacher's conduct, service, character, or personality will be placed in their personnel file unless the teacher has had the opportunity to review the material. The teacher will acknowledge that the teacher has had the opportunity to review such material by affixing their signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such material, and their answer shall be reviewed by the Superintendent and attached to the file copy.

I. Teacher Discipline

No teacher will be disciplined or reprimanded without just cause.

J. Report of Special Achievement

Administrators are hereby encouraged to place in the teacher's file information of a positive nature indicating special competencies, achievements, performances, or contributions of an academic or professional nature. Any such materials received from outside, competent, responsible sources shall be included in the teacher's file. The teacher will acknowledge that the teacher has had the opportunity to review such material by affixing their signature to the copy to be filed.

K. Statement of Purpose

It is hereby agreed that the purpose of an evaluation procedure is continually to strengthen and improve the quality of education in the District.

Article XVI: Sick Leave

Article XVI: Sick Leave

A. Sick Leave

1. Teachers will be entitled to fifteen (15) leave days each year for personal illness/family illness. In each year, 15 days are available for the employee's own illness and/or family illness leave.

At the end of each year, any remaining unused days will rollover and accumulate into the employee's own illness days for use in future years.

2. Personal illness days can accumulate without limitation.
3. By November 1, a written statement will be submitted to each teacher specifying the number of personal illness/family illness days the teacher has accumulated.
4. At the request of the Superintendent, teachers will submit medical certification for absence due to illness.
5. A teacher who bears a child can use up to thirty (30) accumulated personal illness/family illness days for the birth of a child for pregnancy related disability. Additional leave time will be unpaid unless a medical doctor familiar with the case indicates that the teacher has a continuing disability and is unable to work.
6. A teacher who adopts a child and is the primary care giver may use up to 30 accumulated personal illness/family illness days.
7. A teacher may use accumulated personal illness days if their bedside attendance is required because a spouse, child, parent, or sibling of the teacher or teacher's spouse has an imminently life-threatening illness as documented by the attending physician. If a teachers' spouse, domestic partner, child, parent or sibling of the teacher or teacher's spouse dies, Article XVI(A)(1) applies.
8. When a teacher is sent home by the District Superintendent due to a health hazard, the teacher will receive full salary with no loss of sick leave.

B. Accumulated Sick Leave Statement

By November 1 of each school year, the Superintendent shall cause a written statement, in substantially the same form as presently in use, to be submitted to each teacher specifying the number of days of sick leave used during the previous school year and the number of accumulated days of sick leave accruing to the credit of such teacher as of the last day of school of the previous school year.

C. Teachers' Sick Bank

1. Upon appointment by the Board to a permanent position or a term substitute position of one (1) full semester or more, teachers shall be required to join the Sick Leave Bank.
2. A joint committee consisting of up to two (2) representatives of the Association and two (2) representatives of the District will administer the bank according to the criteria mutually agreed on and stated herein.

Article XVII: Temporary Leaves of Absence

3. Teachers will contribute one sick day at the time they join the bank.
4. The minimum number of days in the sick bank shall be 300. When that number is reached, each participating teacher will be assessed an additional $\frac{1}{2}$ sick day, and the Association will be notified. Additionally, teachers may donate up to 15 of their accumulated leave days to the bank at the time of their retirement. The maximum number of days in the bank will not exceed two times the number of participating teachers.
5. Use of sick bank days will not begin until the teacher's accumulated personal sick days are exhausted. Any teacher who has joined the bank may apply for sick bank days when it becomes apparent the teacher will exhaust their personal leave days, including accumulated sick days. The teacher will be required to supply adequate medical evidence that the teacher is unable to perform their duties. This medical evidence will be a statement from their physician or health care professional explaining why the teacher cannot perform their professional responsibilities. The Sick Bank Committee shall hold the information provided by the physician in confidence. During the first two (2) years of membership in the Sick Leave Bank, or while employed as a Board of Education appointed term substitute of one (1) full semester or more, members of the Sick Leave Bank will be eligible for an award of ten (10) days per year from the Sick Leave Bank.
6. After thirty (30) school days of absence, a teacher requiring additional days shall submit updated medical documentation. The use of sick bank days will either be reapproved or discontinued and the teacher notified of the decision.
7. In a ten (10) year period a teacher may not use more than the equivalent of 1 school year (187 days beginning in 2014-2015). However, if a permanent disability is diagnosed, the use of sick bank days will end when disability retirement, retirement, or resignation from the district commences.
8. The District and the Association will work in cooperation to encourage bargaining unit members to participate in wellness activities.
9. A teacher who is out on a childcare leave as per Section A.6 above shall only be eligible for days from the sick bank to cover their own personal documented disability.

Article XVII: Temporary Leaves of Absence

A. Short Term Absences

1. Personal Days

Teachers will be entitled to three (3) days personal leave with pay per year for the conduct of personal matters which cannot be conducted at a time when school is not in session.

 - (a) Requests for three consecutive personal days or personal days used immediately prior to or immediately following a school holiday or vacation must be made in writing to the Superintendent or their designee at least seven working days before the date requested and must specify the reason for the requested leave. This

Article XVIII: Extended Leaves of Absence

requirement may be waived by the Superintendent or their designee in the case of an emergency.

(b) Unused personal days will accumulate without limitation and be added as sick days to a teacher's personal illness days.

2. Visitation Days

Two days for the purpose of observing other school programs.

3. Association Conferences and Conventions

Time necessary for Association representatives to attend conferences and conventions of its affiliates.

4. Legal Proceedings

Time necessary for appearances in any legal proceeding connected with the teacher's employment or in any other legal proceeding if the teacher is required by law to attend.

5. Military Leave

Military leave to any teacher as provided by the military law. (All benefits shall accrue to anyone on military leave with the exception of automatic tenure appointments.)

B. Conditions for Leaves Under this Section

1. Leaves will be in addition to sick leave and will not be deducted from the sick leave.

2. A teacher will not be required to arrange for or pay their own substitutes.

3. A teacher shall give the Superintendent or their designees notice in writing as soon as the teacher knows that a need for the leave exists.

4. A teacher absent for a reasonable cause not herein provided for, or beyond the time limit set forth in the above Articles, will receive salary minus the amount paid to a substitute teacher.

5. A teacher absent from duty without reasonable cause and/or sufficient notice to the Superintendent will forfeit a full day's salary and may be subject to other disciplinary action.

Before forfeiture occurs, the bargaining unit member will be provided the opportunity to present documentation and/or an explanation of the absence or lack of sufficient notice. The District will consider this documentation and/or explanation in making a determination of consequences for the absence or lack of sufficient notice.

Article XVIII: Extended Leaves of Absence

The parties recognize that leaves of absence extending beyond one school year, although occasionally unavoidable, impose severe staffing difficulties on the schools. It is therefore agreed

Article XVIII: Extended Leaves of Absence

that unpaid leaves shall not be granted for longer than one year except in unusual circumstances, when required by law, or when mutually agreed upon between the parties.

A. Leaves of Absence for Professional Association Officers

The Board agrees that one teacher designated by the Association will, upon request, be granted a leave of absence for up to three years without pay for the purpose of serving in an elective office in the local, State, or National Association.

B. Teaching Load of Association Officers

By June 15 of the school year, the Association will notify the Superintendent of the name of its President, the Chair of its Professional Practices, Rights, and Responsibilities Committee, and the Chair of its Negotiating Committee for the following school year. In preparing teaching schedules for such following school year, consideration shall be given for free time for such representatives of the Association during the work day to carry on Association business.

The duly elected President of the Association, at said person's sole choosing, shall be granted a reduction of teaching load equivalent to either a 0.5 teaching position or a 1.0 teaching position. Said choice will be announced to the District's Human Resources Office within twenty (20) business days of the President's election and will remain in effect for one year. On or before the one-year anniversary of the notification date, the President may notify the district of a change in FTE Status (either 0.5 or 1.0) for the following year

C. Peace Corps, Exchange Teacher, and Similar Leaves

A leave of absence without pay of up to two years will be granted to any teacher who joins the Peace Corps, VISTA, National Teacher Corps, or serves as an exchange teacher, and is a full-time participant in such programs. Upon return from such leave, a teacher will be considered as if the teacher were actively employed by the Board during the leave and will be placed on the salary schedule level the teacher would have achieved if the teacher had not been absent. A teacher taking a leave under this subsection shall be entitled to continue health insurance coverage for the length of the leave at the same rate (percentage) the teacher paid as an employee not on leave. The teacher shall notify the District of the teacher's intent to continue the insurance at the time the teacher initiates the leave.

D. Military Leave

Military leave will be granted to any teacher who is inducted into or enlists in any branch of the armed forces of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which the teacher would have achieved had the teacher remained actively employed in the system during the period of their absence up to a maximum of four years. A teacher taking a leave under this subsection shall be entitled to continue health insurance coverage for the length of the leave at the same rate (percentage) the teacher paid as an employee not on leave. The teacher shall notify the District of the teacher's intent to continue the insurance at the time the teacher initiates the leave.

E. Child Bearing and/or Rearing Leave

Teachers will be granted such unpaid leave, not to exceed two years, upon written application to the Superintendent. Such leaves may commence any time before or after the adoption or birth of a child. Paid sick leave for illness or disability related to pregnancy may not be taken during the period of such unpaid child bearing and/or rearing leave. For non-tenured teachers, such leave

Article XVIII: Extended Leaves of Absence

shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving a probationary period. A teacher will not accumulate additional leave days during such leave. However, upon return from such leave, prior accumulated leave days will be restored and the teacher will be placed on the salary schedule the teacher would have achieved in the year immediately following the commencement of the leaves of absence.

F. Personal Leave Without Pay

A full-time leave of absence without pay or increment may be granted to tenured teachers in cases of special need or to pursue other career opportunities within the District not represented by the Association. Such leave is at the discretion of the Board of Education.

Those members approved for a partial leave of absence shall be granted increment and a pro-rated salary based upon time worked.

G. Public Office Leave of Absence

The Board will grant a leave of absence without pay or increment to any teacher to campaign for or serve in public office.

H. Parallel Positions

1. Teachers may receive a leave of absence of up to four (4) years from their current tenure area to receive a probationary appointment in a different tenure area. This leave of absence is at the sole discretion of the district.
2. A teacher granted such a leave can be returned to their former tenure area at the discretion of the district or in the event that the teacher is notified that the teacher is not going to be granted tenure in the new area. This would not apply to a teacher facing 3020-a charges.
3. Within thirty days after tenure is granted in the new area, the teacher can choose to stay in the new area or, if a position is available in the former area, transfer back to the former.
 - (a) If there is no position available at the time of the request to transfer back to the former tenure area, the teacher will be entitled to the next vacancy in the former area.
 - (b) Additionally, if prior to permitting the teacher a leave of absence under this section, the district designated the new-probationary position as "hard-to-fill" then any request by the teacher to transfer back to teacher's prior tenure area would also be dependent on finding a replacement for the teacher. The district will post the position and make a good-faith effort to find a replacement teacher.

I. Resumption of Benefits After Leave

All benefits to which a teacher was entitled at the time a leave of absence commenced, including unused accumulated sick leave, will be restored upon return, and the teacher will be assigned to a position in the District within the same tenure area.

J. Notification of Intent to Return or Request for Extension of Leave

When a leave is granted, the teacher will be informed by the District that notification of intent to return from leave or request to extend leave shall be due in writing by November 1 for first semester leaves or April 1 for second semester leaves. If such notification is not received by the District by these dates, it shall be deemed a resignation effective at the end of the leave term.

Article XIX: Non-Teaching Duties

Article XIX: Non-Teaching Duties

A. Non-Professional Duties to be Minimized

1. The District will make an effort to minimize and eliminate the following non-professional duties as practicable and the Association will assist in supporting their effort:
 - (a) Distribution of milk or other food and supervision of playgrounds, cafeterias, corridors, sidewalks and buses.
 - (b) Collecting money from students for any purpose.
 - (c) Inventorying and storing books, delivering books to classrooms, duplicating instructional and other materials, recording statistical information, transferring marks to report cards, and other similar clerical functions.
2. Elementary teachers who agree to perform playground and/or cafeteria duty will be paid at an hourly rate agreed upon by the Association President and Superintendent or designee based on a joint decision to use paid volunteers and considering the resources available to pay for this service.
3. If it is necessary, elementary teachers may be assigned on an equitable basis in each building no more than one-half (1/2) hour per week for either playground or cafeteria supervision. Such scheduling will be mutually agreed upon by the teachers and building administrator and will be paid as above.
4. Aides may be hired to assume playground and/or cafeteria supervision.

B. Transportation of Students

Teachers will not be requested or required to drive any vehicle carrying pupils to activities which take place away from school buildings, except in an emergency. Teachers may volunteer to drive a District-owned vehicle requiring a regular operator's license.

Article XX: Specialists and Special Programs Special Resources

A. Development and Implementation

The Principal and the staff shall be responsible for establishing special area programs within their school in cooperation with the appropriate supervisory personnel. A basic core of certified teachers shall be used wherever possible and they will be responsible for their particular program. Auxiliary personnel may be used to augment and enrich such programs. Within the confines of each school's program, the supervisory person shall develop, set standards for, and evaluate the overall K-12 special area programs in the District. The specialist shall serve the student, the classroom teacher, and the school and is responsible to the Principal and the supervisor. The classroom teacher and specialist will work together to integrate the special areas with the academic subjects. Supervisory personnel, Principals and staff shall cooperate fully in the implementation of these special area programs.

Article XXI: Auxiliary Personnel and Part-Time Teachers

B. Goals

In the interest of establishing quality programs in the several special areas, the following goals are mutually agreed upon:

1. The minimum number of special area personnel shall be determined on an equitable basis by the Principal in cooperation with specialist personnel and staff.
2. Wherever possible, certified personnel shall be utilized and persons willing and able to teach in multiple areas will be sought.
3. Specialists shall be hired by the mutual consent of the Personnel Administrator, Principal or Principals, and staff involved, and the appropriate supervisory person. The assignment of specialists shall be reviewed each year.
4. State recommendations for special area programs shall be met as quickly as possible, limited only by the financial resources of the District.

Article XXI: Auxiliary Personnel and Part-Time Teachers

A. Use of Auxiliary Personnel

The selection, placement, and evaluation of auxiliary personnel shall be the responsibility of the department or building immediately involved.

The functions of auxiliary personnel shall be determined by teachers, department leaders, supervisors, Principals and coordinators of auxiliary personnel working together.

B. Part-Time Teachers

For each consecutive year of teaching, a part-time teacher will receive full-time service credit on a prorated basis for the purpose of this section. When a part-time teacher and another part-time or full-time probationary teacher are considered for the same full-time position, the teacher with the greater accumulated equivalent full-time service will have priority.

C. Salary of Part-Time Teachers

1. A part-time elementary teacher will receive 0.1 salary for each half-day of instruction per week.
2. At the secondary level, a part-time teacher will receive a salary according to the following formula:
 - (a) 0.05 salary for a homeroom assignment
 - (b) 0.15 for each teaching period
 - (c) 0.1 salary for each period of non-classroom duty
 - (d) 0.05 for preparation time if teaching 3 or fewer classes
 - (e) 0.1 salary for preparation time if teaching 4 or more classes

Article XXII: Substitute Teachers

A. Responsibilities of the Teacher

1. The teacher will notify the District's current substitute service in use as soon as the teacher is aware of the need for a substitute.
2. Should the current substitute service be unavailable the teacher will notify their designated building contact of the need for a substitute.
3. The teacher will provide lesson plans for the substitute's use in the event of an absence.

B. Responsibilities of the District

1. The District will provide a substitute or other coverage for all classroom and special area teachers.
2. In the case of an extended absence (2 weeks or more) of a school counselor, psychologist, social worker or occupational therapist, the District will make every reasonable effort to provide a substitute to complete the necessary duties of the job.

C. Notice of Long-Term Substitutes

The Association shall be promptly notified, including an explanation of the circumstances, by the Superintendent of any non-certificated substitute teacher who teachers more than 40 days in any school year. Ordinarily, the substitute teacher in question shall not be hired anywhere in the District beyond the limit of 40 days in a school year, and each Principal shall be notified of each non-certificated teacher reaching said limit.

D. Bargaining Unit Member Per Diem Substitute Coverage

The District shall hire substitutes or provide other coverage for all teachers who are absent from school, except in situations where this is impossible.

Teachers may be asked to cover other teachers' classes in an emergency situation. (Example: if a teacher goes home sick, their class may be supervised by teachers for the remainder for the day or until a substitute can be called.) This will occur in the following manner:

1. At the time when the principal of the building is notified there will not be substitutes available to cover for absent teacher(s), the principal shall inform the ITA Office of the situation.
2. The appropriate District Central Administrator shall notify the President of the ITA upon notification from BOCES that sufficient substitute service is not available to the District to replace absent teacher(s) that day.
3. Education Support Professionals may, if requested, substitute for an absent teacher and will be remunerated in accordance with their contract.
4. When there are insufficient Educational Support Professional for coverage, non-classroom teacher(s) may, if requested be assigned to cover for absent teacher(s); if there is still

Article XXIII: Insurance, Credit Union/Bank, Annuities, Income Protection Plan, Tuition Waivers

insufficient coverage after assigning non-classroom teachers, classroom teachers may, if requested be assigned to cover for the absent teacher(s) by asking the teacher(s) to cover during their duty-free lunch or preparation periods. The teacher shall be remunerated for the loss of their duty-free lunch and/or prep at a rate of an additional \$30.00 per period. Furthermore, if a teacher is assigned to cover for an absent teacher by doubling up their assigned class with that of the absent teacher, that teacher shall be compensated at the rate of an additional \$30.00 per period.

5. A teacher or their co-teacher serving students through a required “Individual Education Plan,” will not be utilized to cover for absent teachers, other than for each other, except in emergency situations.

E. Experimental Use of Substitute Monies

With the approval of the department and Principal, the District will use some of the monies normally budgeted for substitutes to hire a number of auxiliary personnel who will provide relief of our regular professional staff so that the department or school can assume the responsibility when the teacher is absent.

Sufficient funds should remain in this budget so that any absence of over five (5) consecutive days shall be filled with a regular substitute teacher.

Article XXIII: Insurance, Credit Union/Bank, Annuities, Income Protection Plan, Tuition Waivers

The Board of Education shall provide the following insurance or at least its equivalent for each eligible teacher, the costs thereof to be borne as hereinafter set forth:

A. Employees’ Health Insurance Program

1. The Board of Education will provide family major medical health insurance coverage and/or individual major medical health insurance coverage through Blue Cross Blue Shield plan as selected by each teacher. The Board will pay 78% and the individual teacher will pay 22% of the total premium cost.

Each teacher who participates in the District’s health insurance program will be covered under a drug plan that includes copays of \$10 for Tier 1 prescription drugs, \$25 for Tier 2 prescriptions drugs, and \$40 for Tier 3 prescription drugs. The annual Major Medical deductible shall be \$150 per person with an aggregate annual family coverage maximum deductible of \$450. The annual maximum Major Medical out of pocket costs after the deductible will be \$600 per person with an aggregate annual family out of pocket cost of \$1800. Once the Major Medical out of pocket maximum has been reached, there will be no Major Medical co-pay for that individual. The Major Medical deductibles and out of pocket maximums are based on covered health plan expenses the amounts of which are the usual, customary, and reasonable amount, or actual expenses, whichever is less.

The foregoing coverage will be provided for by the Board irrespective of other medical insurance carried by the individual or the spouse or domestic partner of the individual.

Article XXIII: Insurance, Credit Union/Bank, Annuities, Income Protection Plan, Tuition Waivers

The District warrants and represents that the major medical and prescription coverage provide to the ITA members pursuant to this Section A will be equivalent to the coverages that were in effect for the ITA members on June 30, 2017 under the Blue Cross /Blue Shield Plan provided through the Cooperative, unless and until the parties negotiate otherwise. The District shall have the prerogative to control the means by which the health insurance coverage set forth in this section is provided to teachers, provided that such coverage provides benefits that are at least equivalent to the benefits that were in effect for such teachers on June 20, 2017.

The District shall establish a regular schedule of meetings, to which ITA leadership will be invited, to review the performance of the District's health insurance plan.

2. Domestic Partnership Coverage for Health Insurance

(a) The major medical and prescription coverage provided to the employee and domestic partner pursuant to this section, shall be continued for any "current participant" as that term is further defined herein.

(b) No "Domestic Partnership Coverage for Health Insurance" will be offered to employees with effective hire dates on or after July 1, 2019. However, in the event that the legal right of same-sex persons to enter into marriage is hereinafter made illegal, then health insurance coverage will be offered under the same terms and conditions as is then offered to heterosexual married couples. Said same-sex couple must provide the District, at times consistent with the Dependent Eligibility Audits of the Health Plan, with a sworn affidavit from the employee and same-sex domestic partner that they are, in fact, in a relationship akin to marriage.

(c) "Current participant" means any ICSD employee represented by ITA who, on or before June 30, 2019: (a) is unmarried; (b) is a participant in the ICSD's health insurance plan; (c) has a same-sex, domestic partner who is also covered by ICSD health insurance plan subject to the terms and conditions required for such coverage. In the future, if such same-sex domestic partnership ends with that individual, then the employee would be subject to the terms and conditions then in effect for "family" coverage.

3. Open Enrollment Period shall be from November 1 - 30 of each year, with new coverage or expanded coverage to commence in accordance with the time specifications contained in the current Plan Document.

B. Employees' Dental Care Program and Vision Care Program

1. Dental – The District shall provide 100% of individual coverage of the Ameritas MCE fee schedule benefit to each employee. Employees may choose to add family coverage or increase to the Ameritas Discount Fee Benefit or the Ameritas 90th UCR plan. Any additional coverage selected by the employee will be paid through a payroll deduction plan. Changes in the level of coverage may only occur at the end of each two-year cycle with the first cycle ending on December 31, 2021.

Article XXIII: Insurance, Credit Union/Bank, Annuities, Income Protection Plan, Tuition Waivers

2. Vision – The District shall provide 100% of individual coverage of the Ameritas benefit to each employee. Employees may choose to add family coverage. Any additional coverage selected by the employee will be paid through a payroll deduction plan.
3. Domestic Partnership Coverage for Dental and Vision
 - (a) The dental and vision coverage provided to the employee and domestic partner pursuant to this section, shall be continued for any "current participant" as that term is further defined herein.
 - (b) The dental and vision coverage provided to the employee and domestic partner pursuant to this section, shall be continued for any "current participant" as that term is further defined herein.
 - (c) "Current participant" means any ICSD employee represented by ITA who, on or before June 30, 2019: (a) is unmarried; (b) is a participant in the ICSD's dental and/or vision plan(s); (c) has a same-sex, domestic partner who is also covered by said dental and/or vision plan(s) subject to the terms and conditions required for such coverage. In the future, if such same-sex domestic partnership ends with that individual, then the employee would be subject to the terms and conditions then in effect for "family" coverage.

C. Retirees

1. For teachers who received a probationary appointment on or after July 1, 2003 ("post-July 1, 2003 teachers"), the following terms shall govern their eligibility for, and participation in, the District's health insurance plan in retirement:
 - (a) This benefit is for teachers who upon separating service with the district retire into the NYS Retirement System of which they are a member.
 - (b) Years of Service. Upon retirement after fifteen (15) years of service in the District, post-July 1, 2003 teachers will be eligible to continue participation in the District's health insurance plan.
 - (c) Premium Co-Payment. In retirement, post-July 1, 2003 teachers shall continue to pay that percentage share of the premium for the District group health coverage that was in effect for them at the end of their active employment with the District. Further, upon reaching Medicare eligibility, post-July 1, 2003 teachers must enroll in Medicare Part B and pay the full premium cost of the Medicare Part B premiums, at which time their premium contribution toward the District group health coverage shall be reduced to 50% of the premium percentage share that was in effect for them at the end of their active employment.
2. For teachers who received a probationary appointment before July 1, 2003 ("pre-July 1, 2003 teachers"), the following terms shall govern their eligibility for and participation in the District's health insurance plan in retirement:
 - (a) Years of Service. Upon retirement after ten (10) years of service in the District, pre-July 1, 2003 teachers will be eligible to continue participation in the District's health insurance plan.

Article XXIII: Insurance, Credit Union/Bank, Annuities, Income Protection Plan, Tuition Waivers

- (b) Premium Co-Payment. (i) In retirement, pre-July 1, 2003 teachers who retire before July 1, 2006, shall: continue to pay that percentage share of the premium for the District group health coverage that was in effect for them at the end of their active employment with the District; and upon reaching Medicare eligibility, enroll in Medicare Part B and pay the full cost of Medicare Part B premiums, at which time the District will begin to pay 100% of the group health premium; (ii) In retirement, pre-July 1, 2003 teachers who retire on or after July 1, 2006, shall: continue to pay that percentage share of the premium for the District group health coverage that was in effect for them at the end of their active employment with the District; and upon reaching Medicare eligibility, enroll in Medicare Part B and pay the full premium cost of the Medicare Part B premiums, at which time their premium contribution toward the District group health coverage shall be reduced to 50% of the premium percentage share that was in effect for them at the end of their active employment.
3. In retirement and upon reaching Medicare eligibility, teachers who are participating in the district's retiree health insurance, shall be covered by the District's Medicare Supplemental Plan that is equal to or better than the group health coverage plan that was in place when in active service.

D. Credit Union/Bank

Arrangement for payroll deduction from the wages of each teacher requesting same for deposit to any bank in the continental United States will be provided.

E. Tax-Sheltered Annuity Program

Tax-sheltered Annuity Programs include 403(b), 403(b) Roth, and 457(b) programs. Contributions to any or all of these programs will be through payroll deduction.

F. Employees' Income Protection and Other Insurance Plans

1. Income Protection and Other Insurance Plans
Payroll deductions will be made from the wages of each bargaining unit member electing to participate in an income protection, or other, insurance plan.
2. NYSUT/NEA Plan
One such plan that is available to bargaining unit members is the NYSUT/NEA member Benefit Trust Plan ("NYSUT/NEA Plan"). If a bargaining unit member elects to participate in the NYSUT/NEA Plan, such deductions will be transmitted to the NYSUT/NEA Plan and the member assumes all risk and responsibility for their participation in the NYSUT/NEA Plan.

The District shall check-off and remit payments to the NYSUT/NEA Plan upon submission of a signed authorization to the Payroll Office. A bargaining unit member may terminate the authorization for such deduction by providing written notice of revocation to the District, and the revocation will be effective 30 calendar days after its submission to the District's Business office. The District shall remit to the NYSUT/NEA Plan the payments deducted and shall furnish the

Article XXIV: Personal Injury Benefits

NYSUT/NEA Plan with a list of all employees from whose salaries such deductions have been made.

It is specifically agreed that the District assumes no obligation, financial or otherwise, arising out of its compliance with the terms of this section. Further, the Union agrees that it shall defend and indemnify the District and hold the District and its agents, representatives, Board members, and employees harmless from and against any and all suits, claims, demands, proceedings, and liabilities of any kind that may arise out of, or are in any way related to, the deduction and transmission of monies as provided for in this Section F or other District compliance with this Section F.

G. Tuition Waivers

Beginning in 2019-2020, there will be twenty-three (23) tuition-free student slots available for the children of District teachers, providing they do not displace any Ithaca City School District resident students. Open enrollment procedures will be in effect. The selection of the students shall be determined by the Association through a process developed by the Association.

Beginning in 2022-2023, there will be twenty-six (26) tuition-free student slots available for the children of District teachers, providing they do not displace any Ithaca City School District resident students. Open enrollment procedures will be in effect. The selection of the students shall be determined by the Association through a process developed by the Association.

Article XXIV: Personal Injury Benefits

A. Absence Due to Injury on the Job

Whenever a teacher is absent from school as a result of a personal injury caused by an accident or an assault occurring in the course of her/his employment, the teacher will be paid full salary (less the amount of any Workers' Compensation) for a period of three (3) years. If the absence continues beyond three (3) years the teacher will continue to receive full salary; however, the teacher will be charged sick leave time for the difference between Workers' Compensation and her/his full salary.

B. Reimbursement for Property Damage

The District will provide protection to faculty members by reimbursement of the cost (up to \$1,000) of repairing or replacing damaged personal property not covered by Worker's Compensation when the damage is sustained in the course of their employment. The damaged property must be provided along with evidence or documentation that said damage occurred during the course of employment.

Article XXV: Faculty Salaries

A. Teacher Salaries

Distribution of such monies shall be jointly determined by the parties.

1. Base Salary: Each teacher's base salary is determined by subtracting from her/his total salary the amount(s) paid for the following:
 - (a) coaches' salaries

Article XXV: Faculty Salaries

- (b) extracurricular pay
 - (c) leadership differential
2. Minimum Base Salary: Newly employed teachers without previous teaching or related work experience will be employed at an annual base salary of:

\$42,494 for the 2018-2019 school year
\$44,489 for the 2019-2020 school year
\$45,669 for the 2020-2021 school year
\$47,576 for the 2021-2022 school year
\$49,117 for the 2022-2023 school year
\$51,241 for the 2023-2024 school year
\$53,291 for the 2024-2025 school year

Salaries of newly hired teachers will be in accordance with the mutually agreed upon Entry Level Salary Schedules in Appendix E. It is the intent of the schedules that no newly hired teacher will receive a salary greater than the highest salary paid by the District to a currently employed teacher with the same experience and training.

3. Salary increases: The parties agree that each returning teacher's base salary will be increased by:

\$2,595 for the 2019-2020 school year
4.00% for the 2020-2021 school year
\$2,507 for the 2021-2022 school year
4.50% for the 2022-2023 school year
\$2,724 for the 2023-2024 school year
4.00% for the 2024-2025 school year

4. Pro-rated Salary Increases (less than full-time): All teachers working other than full-time 10 months will receive appropriate pro rata salary increases based on a daily rate. The following schedule of days worked will be the basis of computing prorated payments:

10 months (187 days) = 100% of base year
11 months (207 days) = 110% of base year
12 months (227 days) = 120% of base year

5. Longevity Bonus:

Teachers who will be starting their 11th or higher year of service in the district during the fiscal/contractual year shall receive a one-time longevity bonus of \$250 added to their base salary. This bonus shall be added to their base salary on July 1st of that fiscal/contractual year. This addition to salary base will be applied after any percentage increase for that contractual year.

Teachers who will be starting their 21st or higher year of service in the district during the fiscal/contractual year shall receive a one-time longevity bonus of \$500 added to their base salary. This bonus shall be added to their base salary on July 1st of that fiscal/contractual

Article XXV: Faculty Salaries

year. This addition to salary base will be applied after any percentage increase for that contractual year.

6. Leadership Differential: Teachers in the leadership categories will be paid as follows:

	2018-19	2019-22	2022-25
Department Leaders in departments with 5 or more members/ Curriculum Heads	\$2,271	\$2,316	\$2,362
Department Leaders in departments with 4 or fewer members	\$2,591	\$2,643	\$2,696
Department Leaders Grades 6-12	\$4,085	\$4,167	\$4,250
Coordinators/Directors	\$5,900	\$6,018	\$6,138

7. In-service/Workshop Instruction and Work Outside Regular School Hours: Teachers who are requested to work during the summer months or outside of regular school hours will be paid 1/200th of their annual salary for each day. Curriculum and other work organized and approved by the Administration which teachers perform on a voluntary basis will be paid on the following schedule:

	2018-19	2019-22	2022-25
Work Outside Regular School Hours	\$43.06	\$43.92	\$44.80
In-service/Workshop Instructors	\$101	\$103	\$105

In-service/Workshop Instructors will be paid for 1-1/3 times the clock (face) hours of the workshop.

If the amount of money appropriated for this purpose is exhausted, teachers may volunteer to work additional time but will not be required to do so. This additional work will receive in-service credit for each hour worked in accordance with the current in-service calculation (hours divided by 15).

B. Retirement Incentive

1. Retirement Incentive Amount: Upon retirement after twenty (20) years of service in the District, the teacher will receive the following: \$6,000 plus .33 of daily rate for unused sick leave, capped at a maximum payment of \$12,000.

In order to receive this benefit, the teacher must give the District ninety (90) calendar days notice prior to their date of resignation for the purpose of retirement. The District shall post the vacancy, if the position is going to be filled, within five (5) business days of the Office of Human Resources receiving the official notification.

2. Payment of Retirement Incentive and IRC Section 403(b) Plan: Subject to the other requirements and limitation of this Section B(2), the retirement incentive determined pursuant to Section B(1) above shall be contributed by the District, as a non-elective

Article XXV: Faculty Salaries

employer contribution, to a tax-sheltered annuity contract within the meaning of Internal Revenue Code Section 403(b). The contribution shall be remitted by the District in the October following the fiscal year in which the resignation became effective, provided that the affected individual has satisfied the requirements of this Section B(2).

- (a) The District's obligation to make the contribution described in this Section B(2) shall be conditioned upon (i) the District's receipt of the retiring individual's written agreement to indemnify and hold the District harmless from any income tax, employment tax, or other tax liability or reporting obligation that may be imposed on the District as a result of making such contribution, (ii) the District's receipt of the retiring individual's written acknowledgement that the District assumes no responsibility and makes no representations or warranties regarding how the contribution will be treated for purposes of the New York State Teachers' Retirement System and the benefits that may be payable to the individual pursuant to the New York State Teachers' Retirement System, and (iii) the District's receipt of the retiring individual's written affirmation that the contribution will not exceed any Internal Revenue Code limit applicable to the individual. To the extent the amount of the incentive payment exceeds the Internal Revenue Code limit applicable to contributions on behalf of the retiring individual, the District shall pay excess incentive amount directly to the individual by the October following the fiscal year in which the resignation became effective.
- (b) The District's obligation to make the contribution described above shall cease, and the entire retirement incentive described in Section B(1) shall be paid to the retiring individual in cash, if (i) the District's contribution ceases to be permitted by the New York State Retirement System, New York State law, New York State regulation, judicial decision, or any other decision, ruling or other action having the force and effect of law, or (ii) the favorable tax treatment currently extended to tax-sheltered annuity contracts pursuant to Internal Revenue Code Section 403(b) ceases, is diminished, or becomes conditioned on the District making similar contributions on behalf of a group of District employees that is broader than the group of District employees who are eligible for the retirement incentive described in this Section B.
- (c) The District shall have no obligation to pay or contribute the retirement incentive described in this Section B in installments over more than one taxable year.

C. Graduate Increments

Any member of the professional staff whose salary is regulated by the teacher salary program may earn an additional salary increment of \$600 for each block of nine (9) graduate or in-service hours of professional preparation beyond the Bachelor's Degree approved by the Board of Education. Graduate hours are determined on the basis of semester hours. Quarter-hours or tri-semester hours will be prorated on the basis that each three (3) hours equals two (2) semester hours. These increments shall not exceed eighty-one semester hours.

Graduate hours must represent a planned program rather than a random sampling of courses. Therefore, it is recommended that each teacher plan their advanced work in conjunction with their course work so that it will lead to an appropriate advanced degree. The overall program should be designed to improve their effectiveness and efficiency as a member of our professional staff.

Article XXV: Faculty Salaries

While emphasis should be placed on courses in subject matter or in teaching methods, courses in curriculum, supervision and administration are acceptable toward graduate increments. Upon completion of a block of nine (9) semester hours, the teacher shall submit a letter of application to the Superintendent or her/his designee for a graduate increment and furnish evidence of satisfactory completion of the approved courses according to the following plan:

1. In order to be eligible for the \$600 adjustment the letter of application must be submitted on or before September 1, and the evidence before October 1, of each school year.
2. The teacher may still be eligible for a \$600 increment prorated on a 50% basis, if the application is submitted by February 1, and the evidence by March 1, of a given school year.

D. In-Service Credits

1. A teacher is eligible for in-service credit if:
 - (a) The request for credit is approved prior to enrollment and/or participation in the activity.
 - (b) The activity takes place outside normal working hours.
 - (c) Fees and other expenses are paid by the teacher, not by the School District, except those activities conducted locally by and paid for by the School district, BOCES or the Cornell Committee.
 - (d) Fulfilling the Requirement in Article XI, P. for other alternatives that have received prior written approval of the Superintendent or Designee will be eligible for in-service credits.
2. In-service credit may be awarded for:
 - (a) In-service presentations, workshops, seminars and demonstrations sponsored by the Ithaca City School District, T-S-T BOCES, or the New York State Education Department.
 - (b) Lectures relating directly to the teacher's instructional area.
 - (c) Workshops or seminars sponsored by educators' professional organizations.
 - (d) Non-credit, undergraduate courses, or graduate courses at approved institutions of higher education.
3. In-service records:
 - (a) Training records will be maintained in the District Personnel Office.
 - (b) Where required, teachers will be responsible for signing attendance sheets at each in-service activity session.
4. Activity Requirements:

Fifteen (15) clock hours equals one graduate credit. To calculate credit, divide the number of hours of the activity by fifteen (15).

E. Home Teaching

Home teaching will be paid for on the basis of 0.167 of 1/230th of an individual teacher's base salary per hour.

F. Salary Payment Options

1. Twenty-two (22) installments to begin with payment at the end of the second week of the salary contract.

Article XXV: Faculty Salaries

2. Salary checks for all professional employees shall be available in the respective schools and shall not be retained in the Board of Education offices.
3. All 12-month professional employees shall receive their checks at the same time as the 10-month employees, with the exception of their summer checks.
4. Checks will be delivered to teachers in envelopes.
5. Direct deposit of checks may be requested.

G. Coaches' Salary Schedule

All coaches will receive a salary in accordance with the salary plan set forth below:

1. Coaches will be assigned an index which shall be determined as follows: The sum of the total weeks without playoffs times the base. The terms are as follows:

BASE

- 1.2 = Head Coach, Trainer, Equipment Manager
- 1.0 = Varsity Assistant, Cheerleader, Junior Varsity
- 1.0 = Modified

TOTAL NUMBER OF WEEKS

- Season length – 1 week for each school week (3 events per week)
- 1 week for each vacation week (2 events per week)

EVENT – Practice or competition

2. The coach's salary is determined as follows: For coaches with five (5) or fewer credited years in the sport: the Index is converted to a decimal and multiplied by the appropriate step on the schedule.

For coaches with more than five (5) years credited in the sport: the Index is increased by adding 0.2 times the number of credited years in excess of five (5). The result is converted to a decimal and multiplied by the amount at Step 5 of the schedule.

EXAMPLE: A coach with seven (7) years of credited service and an Index of 11 from Part 1 of this section would have an Index of $11 + (0.2 \text{ times } 2 \text{ years in excess of five})$ or 11.4. This is converted to the decimal $11.4/100 = 0.114$

3. Prior service credit for previous coaching can be given to new coaches up to a maximum of Step 5.
4. The schedule is set forth below:

Step	2018-19	2019-22	2022-25
1	\$26,595	\$27,127	\$27,670
2	\$27,599	\$28,151	\$28,714
3	\$28,600	\$29,172	\$29,755
4	\$29,600	\$30,192	\$30,796
5	\$30,603	\$31,215	\$31,839

Article XXV: Faculty Salaries

5. The coaching bases are based on time and personnel.
6. One-half of the payment for each coach will be made in mid-season, and the other one-half will be made at the end of the season.
7. The District shall appoint a coach to a one (1) year position. Those coaches successfully completing a one (1) year position may be reappointed to a term of up to three (3) years. Termination for cause may occur during this three (3) year period.
8. Coach Evaluation - Coaches shall be evaluated for each sport or season using the evaluation form in Appendix H. The evaluation form will be completed after a meeting with collaborative discussion between the Coach and the Athletic Officer. Additional expectations cannot be made for Coaches beyond the evaluation form criteria during the season and the off-season.
9. The stipend for the Facilities Manager will be \$1,000 per season.
10. The position of Athletic Compliance Officer shall have one (1) release period in place of a class for a full year. The stipend for this position will be \$5, 306 for 2019-2022 and \$5,412 for 2022-2025.
11. The positions of Athletic Compliance Officer, Equipment Manager, and Facilities Manager may be combined as a TOSA. If a TOSA is not utilized for this combination of work, each position shall be paid at its individual stipended rate and any negotiated release period(s) will apply.

H. Extracurricular Activities

1. Any extracurricular activity that is not specifically addressed in this section will be paid at the Club Advisor rate. Extracurricular advisors will not be paid from more than one of the following subsections for the same activity.
2. An extracurricular discretionary fund will be established at IHS, LACS, and each middle school. The principal or designee will distribute these funds based on time sheets submitted for time to plan club travel or additional events which require time above and beyond those already compensated in this section.

	2016-19	2019-22	2022-25
IHS	\$5,000	\$5,100	\$5,202
LACS and each Middle School	\$2,500	\$2,550	\$2,601

Article XXV: Faculty Salaries

3. Position Stipends and/or Class Reductions

	Position-Release	2018-19	2019-22	2022-25
Dramatics (Middle School age Play)-LACS	Director	\$2,556	\$2,607	\$2,659
Dramatics (High School age Play)-LACS	Director	\$2,556	\$2,607	\$2,659
Dramatics (Musical)-IHS	Director-the equivalent of 1 release period for 1 semester	\$4,162	\$4,245	\$4,330
Dramatics (Play)-IHS	Director-the equivalent of 1 release period for 1 semester	\$4,162	\$4,245	\$4,330
Dramatics (Musical)-Middle Schools (each)	Director	\$2,601	\$2,653	\$2,706
Dramatics (Play)-Middle Schools (each)	Director	\$2,601	\$2,653	\$2,706
Dramatics (Variety/Talent Show)-Middle Schools (each)	Director	\$1,561	\$1,546	\$1,577
Newspaper-IHS	Advisor-1 release period in place of a class for a full year	\$1,608	\$1,640	\$1,673
Yearbook-LACS	Advisor-0.5* release periods in place of a class	\$965	\$984	\$1,004
Yearbook-IHS	Advisor-1.5** release periods in place of a class	\$2,059	\$2,100	\$2,142
Yearbook-Middle Schools (each)	Advisor	\$965	\$984	\$1,004
Link Crew	Coordinator-1 release period in place of a class for a full year	\$5,202	\$5,306	\$5,412

* Currently this is a release of 2 periods per week for the entire year. Could be reinterpreted to any 0.5 release equivalent (Example: 1 release period for 1 semester)

** This means that one semester will have a single period of release while the other semester shall have two periods of release.

4. Extracurricular Arts – coaching positions and stipends- hourly rate and allocations

(a) Hourly Rates

2018-19	2019-22	2022-25
\$26.67	\$27.20	\$27.74

(b) Allocations (maximum hours)

Each Middle School	Max. Hours	High School	Max. Hours
1 Vocal Music Director	100	Vocal Music Director	150
1 Accompanist	100	Accompanist	150
1 Choreographer	50	Choreographer	100
		Pit Conductor	100

Article XXV: Faculty Salaries

1 Orchestra: Extracurricular/Competitions (ex. Concerto Orchestra, NYSSMA, All County, Area All State)	100	Orchestra: Extracurricular/Competitions (ex. Concerto Orchestra, NYSSMA, All County, Area All State)	225
1 Band: Extracurricular/Competitions (ex. Jazz Band, NYSSMA, All County, Area All State)	100	Band: Extracurricular/Competitions (ex. NYSSMA, All County, Area All State)	75
		Jazz Band	150
1 Vocal: Extracurricular/Competitions (ex. choral groups, NYSSMA, All County, Area All State)	150	Vocal: Extracurricular/Competitions (ex. choral groups, NYSSMA, All County, Area All State)	275
		Pep Band	150
1 Technology Student Association (housed at DeWitt)	400	Technology Student Association	400
1 Science Olympiad (housed at Boynton)	300	Code Red Robotics	300
		Science Olympiad	40
		Senior Class Advisor	40
		Mock Trial	40
		Brain Team	40
		Model UN	40

(c) Allocations (maximum hours)

LACS	Max. Hours	Elementary	Max. Hours
Orchestra Competitions*	25	Orchestra Competitions*	25
Band Competitions*	25	Band Competitions*	25
Vocal Competitions*	25	Vocal Competitions*	25

*(ex. NYSSMA, All County, All State)

5. Physical Education Intramurals

(a) Hourly Rates

2018-19	2019-22	2022-25
\$11.10	\$11.80	\$15.00

(b) Allocations (maximum hours)

Physical Education Intramurals	Allocation (max hours)
High School	275
Middle Schools (2)	202 (each school)
Elementary Schools (8)	272 (each school)

Article XXVI: Positions in Summer School

6. Club Advisors (per club allocation)

The district will budget annually for fifteen (15) clubs each at LACS, Boynton, and DeWitt, and fifty (50) at IHS.

	2018-19	2019-22	2022-25
LACS (15 clubs)	\$416	\$424	\$432
IHS (50 clubs)	\$416	\$424	\$432
Middle Schools (each/15 clubs)	\$416	\$424	\$432

7. Dance Chaperones

Chaperones shall be compensated \$30 per dance. There is no requirement that the unit member must chaperone all dances in order to be paid. Unit members will be paid for each individual dance they chaperone.

8. Members who participate in Homework Club or Extended Day programs shall be compensated at an hourly rate of :

2018-19	2019-22	2022-25
\$31.83	\$32.47	\$33.12

I. National Board Certification

The district will assist/support members in attaining National Board Certification. Each teacher who attains National Board Certification shall receive an annual stipend of \$2,500 per year for the duration of time the teacher holds said certification. Nationally Certified School Psychologists (NCSP) shall also receive this annual stipend for the duration of the time the psychologist holds said certification.

J. ASHA and/or CCC Certification

Speech Language Pathologists and Audiologists who maintain the additional ASHA and/or CCC certificates shall be awarded an annual stipend of \$2,000 per year for the duration of time they hold said certification.

K. LCSW Certification

An individual holding a LCSW and designated by the district to complete prescriptions and/or Medicaid RS logs for any year or portion thereof shall receive a \$2,000 stipend for that year, or pro-rata for less than a year's designation.

Article XXVI: Positions in Summer School

A. Applications and Hiring

1. Under normal circumstances all summer school positions will be advertised by March 1 of each year in the same manner as provided for vacancies, transfers, reassignments or promotions. Teachers interested in teaching summer school must respond by March 31. Forms for hiring professional personnel for summer school employment will be the same

Article XXVI: Positions in Summer School

forms as used for the hiring, reassignment, promotion, and transfer of teachers as elsewhere in this Agreement provided.

A waiting list will be formed from those teachers who apply for summer school positions. Teachers will accumulate one additional year on the waiting list each time they apply for a position.

2. Summer school positions will be filled in accordance with the following priorities:
 - (a) bargaining unit members who were employed in the District's summer school program during the previous summer and who demonstrated satisfactory performance, or bargaining unit members who were on an approved one-year leave of absence from the summer school program and who previously demonstrated satisfactory performance;
 - (b) other bargaining unit members on the summer school program waiting list, according to seniority on that waiting list;
 - (c) other bargaining unit members, according to seniority within the bargaining unit;
 - (d) non-bargaining unit members.
3. Teachers who have applied for such positions will be notified of the action taken regarding their applications no later than May 1; and all other rules relating to the filling of regular positions by hiring, reassignment, transfer, or promotion shall apply with respect to summer school.

B. Mutual Commitment for Summer School Term

Once a teacher is notified of summer school employment and has accepted such employment, the teacher shall be available for the period specified and shall be employed in an appropriate professional capacity for the full period and salary specified in the notice of hiring.

C. Summer School Teachers

1. Summer school teaching and any day worked for which the teacher is not regularly assigned as a classroom teacher (i.e., registration, proctoring of exams) will be paid on the basis of .0035 of the salary (for summer school teachers will be .0075 of the minimum base teacher's salary Bachelor's Degree – no experience) for three teaching periods per day for a maximum of 30 days. Any workday of less than normal (three class periods per day for a maximum of 90 minutes each) will be paid on a prorated basis. No summer school teacher will teach more than two ninety-minute class periods or the equivalent thereof if there is a District teacher on the waiting list in that particular discipline.
2. All teachers contracted for scheduled courses will be paid the contracted amount regardless of registration.
3. Teachers of summer school will be granted two days for the summer session for personal illness, death in the family, or serious illness or injury requiring bedside or household attention by the teacher, the teacher's spouse, domestic partner, child or other member of the teacher's, spouse's, or domestic partner's immediate family, irrespective of residence. Such days shall be cumulative up to five (5) days. The Superintendent may request verification of any illness.

Article XXVII: Use of School Facilities

4. Teachers with five (5) consecutive years of summer school experience may, with the approval of the Superintendent, be granted a one-summer leave of absence. Upon their return, such teachers will fill the same position in summer school as they had prior to the leave of absence if it is available.

D. Operation of Summer School by Ithaca City School District

The provisions of this Article will prevail only in the event that the District decides to operate a summer school program under its authority. Article IV.G., Maintenance of Standards, shall apply neither to the decision to offer or not to offer a summer school program nor to the selection of courses to be offered.

Article XXVII: Use of School Facilities

A. Association's Use of Buildings

The Association will have the right to use school buildings without cost at a reasonable time of any day or evening for its meetings and other business, provided that such use will not conflict with previously scheduled school events, and that the proper application for use of buildings for general meetings be timely filed. The Principal of the building in question will be notified in advance of the time and place of all such meetings. Such notice will be given not later than the close of school on the day of any such meeting.

B. Faculty Bulletin Boards for Association Use

There will be faculty bulletin boards in each school building in the District for the exclusive use of the Association. The present number and location of said bulletin boards shall not be changed except by mutual consent. At least one faculty bulletin board will be installed in each new building at a location to be agreed upon by the parties hereto. No organization representing or purporting to represent employees in the employer-employee unit represented by the Association and its affiliates shall have the use of bulletin boards and/or the school internal communication facilities except the Association.

C. Association Use of School Mailboxes

The District shall permit the Association access to employees' school mailboxes for the purpose of communicating Association business.

D. Association Office

The District shall provide the Association, without cost to the Association, a furnished office at a location and of a description to be mutually agreed upon. The Association shall be allowed to install a telephone in such office at its own expense.

E. Use of Equipment

The Association will be allowed reasonable use of duplicating facilities. The Association will purchase supplies and operator time if necessary.

Article XXVIII: Grievance Procedure

Article XXVIII: Grievance Procedure

Section I. Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and the professional staff is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances of employees in the unit represented by the Association through procedures under which they may present grievances free from coercion, interference, restraint, discrimination, or reprisal and by which the Board and such aggrieved persons are afforded adequate opportunity to dispose of their differences without the necessity of time-consuming and costly proceedings before administrative agencies and/or the courts.

1.1 A Grievance is a claim by any person or group of persons in the negotiating unit based upon any event or condition adversely affecting their terms and conditions of employment and/or work-related welfare, including a claimed violation of this agreement, policies, rules, bylaws, procedures, or practices of the Board of Education, or improper implementation of administrative regulations or improper application of State regulations. Claimed violations of law will go directly to arbitration.

1.2 The term “Supervisor” shall mean any Principal, Associate Principal, immediate supervisor, or other administrative or supervisory officer, who is not a member of the Association, responsible for the area in which an alleged grievance arises except for the Chief Executive Officer.

1.3 The “Chief Executive Officer” is the Superintendent of Schools.

1.4 “Association” shall mean the Ithaca Teachers Association, exclusive representative of the negotiating unit.

1.5 “Aggrieved Party” shall mean any person or group of persons in the negotiating unit filing a grievance.

1.6 “Professional Practices, Rights and Responsibilities (PPR&R) Committee” is the committee created and constituted by the Association and its members in the enforcement of this Agreement and the assertion of their professional rights.

1.7 “Party in Interest” shall mean the PPR&R Committee of the Association and any party named in a grievance who is not the aggrieved party.

1.8 “Hearing Officer” shall mean any individual charged with the duty of rendering decisions at any stage of grievances hereunder.

Section II. Procedures

2.1 All grievances shall include the name and position of the aggrieved party, the identity of the provision of law, this Agreement, policies, etc., involved in said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the

Article XXVIII: Grievance Procedure

party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.

2.2 Except for informal decisions at Stage 1 (a), all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions, and supporting reasons. Each decision shall be promptly transmitted to the teacher and the Association.

2.3 If a grievance affects a group of persons and appears to be associated with the system-wide policies, it may be submitted by the Association directly to the Chief Executive Officer at Stage 3 described below.

2.4 The preparation and processing of grievances, insofar as practicable, shall be conducted during the hours of employment. All reasonable effort will be made to avoid interruption of classroom activity and to avoid involvement of students in any phase of the grievance procedure.

2.5 The Board of Education and the Association agree to facilitate any investigation which may be required and to make available any and all material and relevant documents, communications, and records concerning the alleged grievance.

2.6 Except as otherwise provided in Section IV, paragraphs 4.1(a) and 4.1(b), an aggrieved party and any party in interest shall have the right at all stages of a grievance to confront and cross-examine all witnesses on their own behalf, and to be furnished with a copy of any minutes of the proceedings made at each stage of this grievance procedure.

2.7 No interference, coercion, restraint, discrimination, or reprisal of any kind at any time will be taken by the Board or by any member of the administration against the aggrieved party, and party in interest, any representative, any member of the PPR&R Committee or any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.

2.8 Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents will be jointly developed by the Board and the Association. The Chief Executive Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure.

2.9 Nothing contained herein will be construed as limiting the right of the aggrieved to discuss the matter informally with the appropriate member of the administration and having the grievance informally adjusted without intervention of the PPR&R Committee provided the adjustment is not inconsistent with the terms of this Agreement and the PPR&R Committee has been given an opportunity to be present at such adjustment and to state its view on the grievance. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustment shall not create a precedent or ruling binding upon either of the parties in this Agreement in future proceedings.

2.10 If any provision of this grievance procedure or any application thereof to any person or group of persons in the negotiating unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

Article XXVIII: Grievance Procedure

2.11 The Chief Executive Officer shall be responsible for accumulating and maintaining an Official Grievance Record to be filed separately from the personnel files of the participants which shall consist of the written grievances, all exhibits, transcripts, communication, minutes, and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1(a), and all written decisions at all stages. Official minutes will be kept at Board expense of all proceedings in Stages 2,3, and 4. A copy of such minutes will be made available to the aggrieved party and the PPR&R Committee within two (2) days after the conclusion of hearings at Stages 2,3, and 4, and the appropriate Hearing Officer will be advised of any errors in said minutes. Any such claim of error in the minutes shall become a part of the Official Grievance Record and the Hearing Officer shall indicate the determination made respecting such claimed error. The Official Grievance Record shall be available for inspection and/or copying by the aggrieved party, the PPR&R Committee, and the Board, but shall not be deemed a public record.

2.12 The existence of the procedure hereby established shall not be deemed to require the aggrieved to pursue the remedies here provided and shall not, in any manner, impair or limit the right of the aggrieved to pursue any other remedies available in any other form at any stage of the procedure.

Section III. Time Limits

3.1 Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.

3.2 No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within sixty (60) school days after the aggrieved knew or should have known of the act or condition on which the grievance is based.

3.3 If a decision at one stage is not appealed to the next stage of the procedure within the time limits specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.

3.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, hi/her representatives, and the PPR&R Committee within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.

3.5 In the event a grievance is filed on or after June 1, upon the request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro rata so that the grievance procedure can be exhausted prior to the end of the school term or as soon thereafter as is possible.

Section IV. Stages of Grievance Procedures

4.1 Stage 1

- (a) The aggrieved party will discuss their grievance with their superior or their building representative as the aggrieved party chooses, with the objective of resolving the matter

Article XXVIII: Grievance Procedure

informally. The supervisor or building representative will confer with all parties in interest but, in arriving at a decision, will not consider any material or statements offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or their representative present. If the aggrieved submits the grievance through a representative, the aggrieved may elect to be present during the discussion of the grievance.

- (b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within two (2) school days after the written grievance is presented to them, the supervisor shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon, in writing, and present it to the aggrieved, their building representative, and the PPR&R Committee.
- (c) The aggrieved may bypass a. and b. above and go directly to the PPR&R Committee.

4.2 Stage 2

- (a) If the aggrieved is not satisfied with the written decision at the conclusion of Stage 1(b) and wishes to proceed further, the aggrieved party shall, within five (5) school days, present the grievance to the PPR&R Committee for its consideration.
- (b) The PPR&R Committee, after consultation with the aggrieved and with their approval, will within twenty (20) school days after the aggrieved received the written decision at Stage 1 or within ninety (90) days after the occurrence of the events complained of, file a written appeal of the decision with the Chief Executive Officer, submitting copies of the decision with the appeal.

4.3 Stage 3

- (a) Within five (5) school days after receipt of the appeal, the Chief Executive Officer, or their duly authorized representative, shall hold a hearing with the aggrieved and the PPR&R Committee or its representative and all other parties in interest.
- (b) The Chief Executive Officer shall render a decision in writing to the aggrieved, the PPR&R Committee, and its representative within five (5) school days after the conclusion of the hearing.

4.4 Stage 4

- (a) If the aggrieved and the PPR&R Committee are not satisfied with the decision at Stage 3(b), the PPR&R Committee will file an appeal in writing with the Board of Education within fifteen (15) school days after receiving the decision at Stage 3(b). The Official Grievance Records maintained by the Chief Executive Officer shall be available for use by the Board of Education.
- (b) Within fifteen (15) school days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. The hearing shall be conducted in executive session with the aggrieved and the PPR&R Committee.

Article XXVIII: Grievance Procedure

- (c) Within five (5) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance to the aggrieved, the PPR&R Committee, and the Chief Executive Officer.

4.5 Stage 5

- (a) After such hearing, if the aggrieved and the PPR&R Committee are not satisfied with the decision at Stage 4(c) and the PPR&R Committee determines that the grievance is valid and that appealing it is in the best interests of the Association, it may submit the grievance to arbitration by written notice to the Board of Education within fifteen (15) school days of the decision at Stage 4(c).
- (b) Within five (5) school days after such written notice of submission of arbitration, the Board of Education and the PPR&R Committee will agree upon a mutually acceptable arbitrator competent in the area of the grievance and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- (c) The selected arbitrator will hear the matter promptly and will issue their decision not later than fourteen (14) calendar days from the date of the close of the hearing or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to them. The arbitrator's decision will be in writing and will set forth their findings of fact, reasoning, and conclusions on the issues.
- (d) The arbitrator shall have no 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.
- (e) The decision of the arbitrator shall be final and binding upon all parties.
- (f) For those grievances that are related to violations of the contract, the costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board of Education and the Association. In the case of non-contractual grievances, the Association agrees to bear the cost for the services of the arbitrator.

Time for Grievance Processing

When it is necessary, pursuant to the Grievance Procedure, for a Building Representative, member of the Professional Practices, Rights, and Responsibilities (PPR&R) Committee or other representative designated by the Association to investigate a grievance or attend a grievance meeting or hearing, notice shall be given to the Principal or immediate superior and to the Superintendent by the Chairperson of the PPR&R Committee, requesting that any of the above be released without loss of pay to permit participation in the foregoing activities. Any teacher whose appearance in such investigations, meetings or hearings as a witness is necessary will be accorded the same right. The Association agrees that these rights will not be abused.

Article XXIX: Miscellaneous

Article XXIX: Miscellaneous

A. Reprisal Prohibited

There will be no reprisals of any kind taken against any teacher by reason of their membership in the Association or participation in any of its activities.

B. Copies of Board Agenda and Minutes

The Association will be provided with ten (10) copies of the popularized minutes of official Board meetings as soon as possible after such meetings. A copy of the agenda for each Board meeting, and any attached documents, including the Personnel Report, will be given to the Association at least two (2) school days prior to each Board meeting.

C. Copies of Board Policies and Rules

The Association will be provided with fifty (50) copies of the Board's Personnel Policies and Rules and Regulations and fifty (50) copies of any changes in or amendments thereto. The Association will be provided with twenty-five (25) copies of the Policy Handbook of Board of Education.

D. Copies of Agreement

Copies of this Agreement will be printed at a joint expense of Board and Association, and a copy given to each teacher.

E. Saving Clause

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

F. Agreement Constitutes Policy

This Agreement constitutes Board and Association policy for the term of said Agreement, and the Board and Association will carry out the commitments contained herein and give them full force and effect.

G. Ithaca Teachers Association Committees

It is agreed that the Ithaca Teachers Association has and retains full power and control over all the committees which it is hereby required to establish and that the Ithaca Teachers Association retains full power to designate the members thereof.

H. School Closing: Make Up Time

1. School Closings: Excessive pupil absence from class impairs instruction and, when pupil absence in the District exceeds 20%, instruction cannot be profitably continued. It is therefore agreed that in the event that pupil absence from the District by reason of epidemic equals or exceeds 20%, the schools will be closed for such period as appears to the Superintendent, with advice of public health authorities, to be sufficient to reduce absences from such epidemic to normal levels. Upon such school closing, teachers will be excused from all duties without loss of pay or leave and will not be required to return to duty until school is reopened for student attendance.

Article XXX: Board Prerogatives

In the event that schools are closed by reason of inclement weather, the teachers will be similarly excused.

2. Make-up Time: The dates when time lost by reason of school closing shall be made up shall be determined by negotiation between the parties hereto.

I. Implementation of Agreement

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

Article XXX: Board Prerogatives

Any or all rights, powers, authority, and prerogatives which the Board had prior to entering into this Agreement are retained by the Board, except as those rights, powers, authority or prerogatives are expressly and specifically limited by the provisions of this Agreement.

The failure to enumerate such retained rights, powers, authority, and prerogatives shall not be construed as a waiver of any such rights, powers, authority or prerogatives.

Article XXXI: Duration


The provisions of this Agreement shall be effective as of July 1, 2019, except as otherwise herein provided in this Agreement, and shall remain in full force and effect for so long as the Association is recognized under the current recognition or any automatic extension or renewal thereof as the exclusive representative of the employees of the Board in the employer-employee negotiating unit as presently defined.

Provided, however, that either party wishing to amend this Agreement in any respect may so notify the other by May 1, 2025 of the topics as to which modification is provisions hereof.

Article XXXI: Duration


IN WITNESS HEREOF, the parties have hereunto set their hands and seals this 23 day of August 2019.

FOR THE ITHACA TEACHERS ASSOCIATION:


Adam Piasecki
President, Ithaca Teachers Association

8/23/19
Date

FOR THE ITHACA CITY SCHOOL DISTRICT:


Dr. Luvelle C. Brown
Superintendent of Schools

August 23, 2019
Date

Appendix A: APPR

Appendix A for APPR of teachers is a separate document for the 2019-2025 collective bargaining agreement.

Appendix B: Department Leader Evaluation

The Principals and the Special Education Director are responsible for evaluating the work of the Leaders they supervise. The Principals should complete a Leader Goals Form and Final Evaluation Form for the administrative portion of each Department Leader's assignment. Signed and dated copies of these should be forwarded to the Personnel Office in accordance with the timelines specified for other professional staff.

Department Leader evaluations should be reported on the checklist "Duties and Responsibilities of Department Leaders Within Buildings" (Evaluation Form A) or in a narrative form that addresses the areas of responsibility delineated on Form A.

Evaluations should be completed by June 1.

Department Leaders who also teach should be evaluated separately as teachers using the teacher evaluation process.

ITHACA CITY SCHOOL DISTRICT
DEPARTMENT LEADER GOALS

Name _____ School Year _____

School _____ Department _____

This report should detail the Department Leader goal(s) for the school year.

Department Leader Signature

Date

Evaluator Signature

Date

Use reverse side if necessary

ITHACA CITY SCHOOL DISTRICT
DUTIES AND RESPONSIBILITIES OF
DEPARTMENT LEADERS WITHIN BUILDINGS
FORM A

Name _____ School Year _____
School _____ Department _____

Noteworthy	NW
Acceptable	AC
Needs Improvement	NI
Not Observed	NO

A. PERSONNEL FUNCTIONS

	NW	AC	NI*	NO
1. Interview and take part in hiring new staff members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Work with department members, advise and give help where necessary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Coordinate use of student teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Assist department members in feeling important, respected and successful as teachers and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Comments:

B. COMMUNICATION FUNCTIONS

	NW	AC	NI*	NO
1. Represent department to administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Represent administration to department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Involve teachers in decisions related to their department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Contribute to discussions and/or decisions at leader meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Lead regularly scheduled department meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Comments:

C. ADMINISTRATIVE FUNCTIONS

	NW	AC	NI*	NO
1. Monitor budget, supplies, equipment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Select and recommend appropriate texts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Participate in the development of the master schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Provide leadership and direction for the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Recommend a design for the departmental teaching program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Advocate for the interest of the department with the building principal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Comments:

D. CURRICULUM FUNCTIONS:

	NW	AC	NI*	NO
1. Develop courses of study.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Evaluate and re-evaluate program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Coordinate with other schools and within school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Coordinate work on the improvement of instruction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Comments:

Department Leader Signature

Date

Evaluator Signature

Date

ITHACA CITY SCHOOL DISTRICT
DEPARTMENT DEPARTMENT LEADER EVALUATION
FINAL EVALUATION REPORT

Name _____ School _____

On this date _____ a final evaluation conference was held between

_____ and _____.
Name of Dept Leader Name of Evaluator

Department Leader Signature

Date

Evaluator Signature

Date

Use reverse side if necessary

Appendix C: Code of Ethics

The Board and the Association adopt the following statement of beliefs:

1. The Association, the persons it represents, and the Board transact all official business through proper channels and hold inviolate all confidential information.
2. The Association and the Board recognize their obligation to develop growing appreciation and understanding of the principles of democracy and refrain from using the school to promote personal views on religion, race and partisan politics.
3. That due notice in fair time be given in all cases of appointment, resignation, or termination of service in compliance with New York State Law.
4. The teacher and the Board avoid disparagement of fellow workers and predecessors.
5. The teacher and the Board are impartial in all relationships with the pupil.
6. The teacher accepts no compensation from firms commercially interested in the school; no member of the Board accepts such compensation; and no teacher or member of the Board supports or assists any organization or group whose objectives are inconsistent or in conflict with the duty of furnishing a quality education to all the children of all the people.
7. No teacher shall advise nor tutor for remuneration any student assigned to the teacher's classes except in cases of non-availability of other instructors in the particular subject matter. In such instances of non-availability, the approval of the Superintendent will be obtained.

Appendix D: Process for Selection of Department Leaders, Coordinators, Curriculum Committee Heads

PROCESS FOR SELECTION OF DEPARTMENT LEADERS, COORDINATORS, CURRICULUM COMMITTEE HEADS

1. By April 1, the Office of Human Resources will identify departments with two-year terms expiring. Departments include: building departments – such as math; secondary departments if in existence; District departments – such as art; and Curriculum Committees, and notify the Association.
2. Department members will be notified and selection process begun.
3. The Principal, in the case of building departments, or Superintendent in the case of secondary departments, District departments, and Curriculum Committees, may meet with each department or committee.
4. The opening will be posted by the Office of Human Resources.
5. After posting dates expire and candidates are known, each department or Curriculum Committee will be responsible for conducting a secret ballot election to select a leader, coordinator, or committee head. A non-candidate will run the meeting and count the ballots.

“Members of departments” include all persons teaching one class or more in that department and the department leader, or coordinator.

Each person will get two votes for each class s/he is currently teaching in the department. Department leaders or coordinators will get ten (10) votes (as though the leader or coordinator taught a full class load).

In departments where teachers work part-time, each teacher will get one vote for each tenth worked.

For Curriculum Committees, the present members of the Committee will vote – one vote per member.

6. The persons who count the ballots shall announce the results to the department members and forward the department’s elected candidate to the Principal (building departments) or Superintendent (secondary departments, district departments, Curriculum Committees).
7. In the event the opening occurs, or interviews must be held, during the summer, as many teachers as possible from the department will be involved in the process. After school opens, the candidate(s) will be afforded an opportunity to meet with the members of the department in an interview format.

Appendix E: Entry Level Salary Schedule

2018-2019 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	\$42,494	\$43,094	\$43,694	\$44,294	\$44,894	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894
2	\$43,094	\$43,694	\$44,294	\$44,894	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494
3	\$43,694	\$44,294	\$44,894	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094
4	\$44,294	\$44,894	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694
5	\$44,894	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294
6	\$45,494	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894
7	\$46,094	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494
8	\$46,694	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094
9	\$47,294	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694
10	\$47,894	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294
11	\$48,494	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894
12	\$49,094	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894	\$54,494
13	\$49,694	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894	\$54,494	\$55,094
14	\$50,294	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894	\$54,494	\$55,094	\$55,694
15	\$50,894	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894	\$54,494	\$55,094	\$55,694	\$56,294
16	\$51,494	\$52,094	\$52,694	\$53,294	\$53,894	\$54,494	\$55,094	\$55,694	\$56,294	\$56,894
17	\$51,994	\$52,594	\$53,194	\$53,794	\$54,394	\$54,994	\$55,594	\$56,194	\$56,794	\$57,394
18	\$52,494	\$53,094	\$53,694	\$54,294	\$54,894	\$55,494	\$56,094	\$56,694	\$57,294	\$57,894
19	\$53,494	\$54,094	\$54,694	\$55,294	\$55,894	\$56,494	\$57,094	\$57,694	\$58,294	\$58,894
20	\$54,494	\$55,094	\$55,694	\$56,294	\$56,894	\$57,494	\$58,094	\$58,694	\$59,294	\$59,894
21	\$55,494	\$56,094	\$56,694	\$57,294	\$57,894	\$58,494	\$59,094	\$59,694	\$60,294	\$60,894
22	\$55,994	\$56,594	\$57,194	\$57,794	\$58,394	\$58,994	\$59,594	\$60,194	\$60,794	\$61,394
23	\$56,994	\$57,594	\$58,194	\$58,794	\$59,394	\$59,994	\$60,594	\$61,194	\$61,794	\$62,394
24	\$57,494	\$58,094	\$58,694	\$59,294	\$59,894	\$60,494	\$61,094	\$61,694	\$62,294	\$62,894
25	\$58,494	\$59,094	\$59,694	\$60,294	\$60,894	\$61,494	\$62,094	\$62,694	\$63,294	\$63,894
26	\$58,994	\$59,594	\$60,194	\$60,794	\$61,394	\$61,994	\$62,594	\$63,194	\$63,794	\$64,394

2019-2020 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	44,489	45,089	45,689	46,289	46,889	47,489	48,089	48,689	49,289	49,889
2	45,089	45,689	46,289	46,889	47,489	48,089	48,689	49,289	49,889	50,489
3	45,689	46,289	46,889	47,489	48,089	48,689	49,289	49,889	50,489	51,089
4	46,289	46,889	47,489	48,089	48,689	49,289	49,889	50,489	51,089	51,689
5	46,889	47,489	48,089	48,689	49,289	49,889	50,489	51,089	51,689	52,289
6	47,489	48,089	48,689	49,289	49,889	50,489	51,089	51,689	52,289	52,889
7	48,089	48,689	49,289	49,889	50,489	51,089	51,689	52,289	52,889	53,489
8	48,689	49,289	49,889	50,489	51,089	51,689	52,289	52,889	53,489	54,089
9	49,289	49,889	50,489	51,089	51,689	52,289	52,889	53,489	54,089	54,689
10	49,889	50,489	51,089	51,689	52,289	52,889	53,489	54,089	54,689	55,289
11	50,489	51,089	51,689	52,289	52,889	53,489	54,089	54,689	55,289	55,889
12	51,089	51,689	52,289	52,889	53,489	54,089	54,689	55,289	55,889	56,489
13	51,689	52,289	52,889	53,489	54,089	54,689	55,289	55,889	56,489	57,089
14	52,289	52,889	53,489	54,089	54,689	55,289	55,889	56,489	57,089	57,689
15	52,889	53,489	54,089	54,689	55,289	55,889	56,489	57,089	57,689	58,289
16	53,489	54,089	54,689	55,289	55,889	56,489	57,089	57,689	58,289	58,889
17	53,989	54,589	55,189	55,789	56,389	56,989	57,589	58,189	58,789	59,389
18	54,489	55,089	55,689	56,289	56,889	57,489	58,089	58,689	59,289	59,889
19	55,489	56,089	56,689	57,289	57,889	58,489	59,089	59,689	60,289	60,889
20	56,489	57,089	57,689	58,289	58,889	59,489	60,089	60,689	61,289	61,889
21	57,489	58,089	58,689	59,289	59,889	60,489	61,089	61,689	62,289	62,889
22	57,989	58,589	59,189	59,789	60,389	60,989	61,589	62,189	62,789	63,389
23	58,989	59,589	60,189	60,789	61,389	61,989	62,589	63,189	63,789	64,389
24	59,489	60,089	60,689	61,289	61,889	62,489	63,089	63,689	64,289	64,889
25	60,489	61,089	61,689	62,289	62,889	63,489	64,089	64,689	65,289	65,889
26	60,989	61,589	62,189	62,789	63,389	63,989	64,589	65,189	65,789	66,389

2020-2021 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	45,669	46,269	46,869	47,469	48,069	48,669	49,269	49,869	50,469	51,069
2	46,269	46,869	47,469	48,069	48,669	49,269	49,869	50,469	51,069	51,669
3	46,869	47,469	48,069	48,669	49,269	49,869	50,469	51,069	51,669	52,269
4	47,469	48,069	48,669	49,269	49,869	50,469	51,069	51,669	52,269	52,869
5	48,069	48,669	49,269	49,869	50,469	51,069	51,669	52,269	52,869	53,469
6	48,669	49,269	49,869	50,469	51,069	51,669	52,269	52,869	53,469	54,069
7	49,269	49,869	50,469	51,069	51,669	52,269	52,869	53,469	54,069	54,669
8	49,869	50,469	51,069	51,669	52,269	52,869	53,469	54,069	54,669	55,269
9	50,469	51,069	51,669	52,269	52,869	53,469	54,069	54,669	55,269	55,869
10	51,069	51,669	52,269	52,869	53,469	54,069	54,669	55,269	55,869	56,469
11	51,669	52,269	52,869	53,469	54,069	54,669	55,269	55,869	56,469	57,069
12	52,269	52,869	53,469	54,069	54,669	55,269	55,869	56,469	57,069	57,669
13	52,869	53,469	54,069	54,669	55,269	55,869	56,469	57,069	57,669	58,269
14	53,469	54,069	54,669	55,269	55,869	56,469	57,069	57,669	58,269	58,869
15	54,069	54,669	55,269	55,869	56,469	57,069	57,669	58,269	58,869	59,469
16	54,669	55,269	55,869	56,469	57,069	57,669	58,269	58,869	59,469	60,069
17	55,169	55,769	56,369	56,969	57,569	58,169	58,769	59,369	59,969	60,569
18	55,669	56,269	56,869	57,469	58,069	58,669	59,269	59,869	60,469	61,069
19	56,669	57,269	57,869	58,469	59,069	59,669	60,269	60,869	61,469	62,069
20	57,669	58,269	58,869	59,469	60,069	60,669	61,269	61,869	62,469	63,069
21	58,669	59,269	59,869	60,469	61,069	61,669	62,269	62,869	63,469	64,069
22	59,169	59,769	60,369	60,969	61,569	62,169	62,769	63,369	63,969	64,569
23	60,169	60,769	61,369	61,969	62,569	63,169	63,769	64,369	64,969	65,569
24	60,669	61,269	61,869	62,469	63,069	63,669	64,269	64,869	65,469	66,069
25	61,669	62,269	62,869	63,469	64,069	64,669	65,269	65,869	66,469	67,069
26	62,169	62,769	63,369	63,969	64,569	65,169	65,769	66,369	66,969	67,569

2021-2022 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	47,576	48,176	48,776	49,376	49,976	50,576	51,176	51,776	52,376	52,976
2	48,176	48,776	49,376	49,976	50,576	51,176	51,776	52,376	52,976	53,576
3	48,776	49,376	49,976	50,576	51,176	51,776	52,376	52,976	53,576	54,176
4	49,376	49,976	50,576	51,176	51,776	52,376	52,976	53,576	54,176	54,776
5	49,976	50,576	51,176	51,776	52,376	52,976	53,576	54,176	54,776	55,376
6	50,576	51,176	51,776	52,376	52,976	53,576	54,176	54,776	55,376	55,976
7	51,176	51,776	52,376	52,976	53,576	54,176	54,776	55,376	55,976	56,576
8	51,776	52,376	52,976	53,576	54,176	54,776	55,376	55,976	56,576	57,176
9	52,376	52,976	53,576	54,176	54,776	55,376	55,976	56,576	57,176	57,776
10	52,976	53,576	54,176	54,776	55,376	55,976	56,576	57,176	57,776	58,376
11	53,576	54,176	54,776	55,376	55,976	56,576	57,176	57,776	58,376	58,976
12	54,176	54,776	55,376	55,976	56,576	57,176	57,776	58,376	58,976	59,576
13	54,776	55,376	55,976	56,576	57,176	57,776	58,376	58,976	59,576	60,176
14	55,376	55,976	56,576	57,176	57,776	58,376	58,976	59,576	60,176	60,776
15	55,976	56,576	57,176	57,776	58,376	58,976	59,576	60,176	60,776	61,376
16	56,576	57,176	57,776	58,376	58,976	59,576	60,176	60,776	61,376	61,976
17	57,076	57,676	58,276	58,876	59,476	60,076	60,676	61,276	61,876	62,476
18	57,576	58,176	58,776	59,376	59,976	60,576	61,176	61,776	62,376	62,976
19	58,576	59,176	59,776	60,376	60,976	61,576	62,176	62,776	63,376	63,976
20	59,576	60,176	60,776	61,376	61,976	62,576	63,176	63,776	64,376	64,976
21	60,576	61,176	61,776	62,376	62,976	63,576	64,176	64,776	65,376	65,976
22	61,076	61,676	62,276	62,876	63,476	64,076	64,676	65,276	65,876	66,476
23	62,076	62,676	63,276	63,876	64,476	65,076	65,676	66,276	66,876	67,476
24	62,576	63,176	63,776	64,376	64,976	65,576	66,176	66,776	67,376	67,976
25	63,576	64,176	64,776	65,376	65,976	66,576	67,176	67,776	68,376	68,976
26	64,076	64,676	65,276	65,876	66,476	67,076	67,676	68,276	68,876	69,476

2022-2023 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	49,117	49,717	50,317	50,917	51,517	52,117	52,717	53,317	53,917	54,517
2	49,717	50,317	50,917	51,517	52,117	52,717	53,317	53,917	54,517	55,117
3	50,317	50,917	51,517	52,117	52,717	53,317	53,917	54,517	55,117	55,717
4	50,917	51,517	52,117	52,717	53,317	53,917	54,517	55,117	55,717	56,317
5	51,517	52,117	52,717	53,317	53,917	54,517	55,117	55,717	56,317	56,917
6	52,117	52,717	53,317	53,917	54,517	55,117	55,717	56,317	56,917	57,517
7	52,717	53,317	53,917	54,517	55,117	55,717	56,317	56,917	57,517	58,117
8	53,317	53,917	54,517	55,117	55,717	56,317	56,917	57,517	58,117	58,717
9	53,917	54,517	55,117	55,717	56,317	56,917	57,517	58,117	58,717	59,317
10	54,517	55,117	55,717	56,317	56,917	57,517	58,117	58,717	59,317	59,917
11	55,117	55,717	56,317	56,917	57,517	58,117	58,717	59,317	59,917	60,517
12	55,717	56,317	56,917	57,517	58,117	58,717	59,317	59,917	60,517	61,117
13	56,317	56,917	57,517	58,117	58,717	59,317	59,917	60,517	61,117	61,717
14	56,917	57,517	58,117	58,717	59,317	59,917	60,517	61,117	61,717	62,317
15	57,517	58,117	58,717	59,317	59,917	60,517	61,117	61,717	62,317	62,917
16	58,117	58,717	59,317	59,917	60,517	61,117	61,717	62,317	62,917	63,517
17	58,617	59,217	59,817	60,417	61,017	61,617	62,217	62,817	63,417	64,017
18	59,117	59,717	60,317	60,917	61,517	62,117	62,717	63,317	63,917	64,517
19	60,117	60,717	61,317	61,917	62,517	63,117	63,717	64,317	64,917	65,517
20	61,117	61,717	62,317	62,917	63,517	64,117	64,717	65,317	65,917	66,517
21	62,117	62,717	63,317	63,917	64,517	65,117	65,717	66,317	66,917	67,517
22	62,617	63,217	63,817	64,417	65,017	65,617	66,217	66,817	67,417	68,017
23	63,617	64,217	64,817	65,417	66,017	66,617	67,217	67,817	68,417	69,017
24	64,117	64,717	65,317	65,917	66,517	67,117	67,717	68,317	68,917	69,517
25	65,117	65,717	66,317	66,917	67,517	68,117	68,717	69,317	69,917	70,517
26	65,617	66,217	66,817	67,417	68,017	68,617	69,217	69,817	70,417	71,017

2023-2024 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	51,241	51,841	52,441	53,041	53,641	54,241	54,841	55,441	56,041	56,641
2	51,841	52,441	53,041	53,641	54,241	54,841	55,441	56,041	56,641	57,241
3	52,441	53,041	53,641	54,241	54,841	55,441	56,041	56,641	57,241	57,841
4	53,041	53,641	54,241	54,841	55,441	56,041	56,641	57,241	57,841	58,441
5	53,641	54,241	54,841	55,441	56,041	56,641	57,241	57,841	58,441	59,041
6	54,241	54,841	55,441	56,041	56,641	57,241	57,841	58,441	59,041	59,641
7	54,841	55,441	56,041	56,641	57,241	57,841	58,441	59,041	59,641	60,241
8	55,441	56,041	56,641	57,241	57,841	58,441	59,041	59,641	60,241	60,841
9	56,041	56,641	57,241	57,841	58,441	59,041	59,641	60,241	60,841	61,441
10	56,641	57,241	57,841	58,441	59,041	59,641	60,241	60,841	61,441	62,041
11	57,241	57,841	58,441	59,041	59,641	60,241	60,841	61,441	62,041	62,641
12	57,841	58,441	59,041	59,641	60,241	60,841	61,441	62,041	62,641	63,241
13	58,441	59,041	59,641	60,241	60,841	61,441	62,041	62,641	63,241	63,841
14	59,041	59,641	60,241	60,841	61,441	62,041	62,641	63,241	63,841	64,441
15	59,641	60,241	60,841	61,441	62,041	62,641	63,241	63,841	64,441	65,041
16	60,241	60,841	61,441	62,041	62,641	63,241	63,841	64,441	65,041	65,641
17	60,741	61,341	61,941	62,541	63,141	63,741	64,341	64,941	65,541	66,141
18	61,241	61,841	62,441	63,041	63,641	64,241	64,841	65,441	66,041	66,641
19	62,241	62,841	63,441	64,041	64,641	65,241	65,841	66,441	67,041	67,641
20	63,241	63,841	64,441	65,041	65,641	66,241	66,841	67,441	68,041	68,641
21	64,241	64,841	65,441	66,041	66,641	67,241	67,841	68,441	69,041	69,641
22	64,741	65,341	65,941	66,541	67,141	67,741	68,341	68,941	69,541	70,141
23	65,741	66,341	66,941	67,541	68,141	68,741	69,341	69,941	70,541	71,141
24	66,241	66,841	67,441	68,041	68,641	69,241	69,841	70,441	71,041	71,641
25	67,241	67,841	68,441	69,041	69,641	70,241	70,841	71,441	72,041	72,641
26	67,741	68,341	68,941	69,541	70,141	70,741	71,341	71,941	72,541	73,141

2024-2025 Starting Salary Grid

Years	0 Credits	9 Credits	18 Credits	27 Credits	36 Credits	45 Credits	54 Credits	63 Credits	72 Credits	81 Credits
1	53,291	53,891	54,491	55,091	55,691	56,291	56,891	57,491	58,091	58,691
2	53,891	54,491	55,091	55,691	56,291	56,891	57,491	58,091	58,691	59,291
3	54,491	55,091	55,691	56,291	56,891	57,491	58,091	58,691	59,291	59,891
4	55,091	55,691	56,291	56,891	57,491	58,091	58,691	59,291	59,891	60,491
5	55,691	56,291	56,891	57,491	58,091	58,691	59,291	59,891	60,491	61,091
6	56,291	56,891	57,491	58,091	58,691	59,291	59,891	60,491	61,091	61,691
7	56,891	57,491	58,091	58,691	59,291	59,891	60,491	61,091	61,691	62,291
8	57,491	58,091	58,691	59,291	59,891	60,491	61,091	61,691	62,291	62,891
9	58,091	58,691	59,291	59,891	60,491	61,091	61,691	62,291	62,891	63,491
10	58,691	59,291	59,891	60,491	61,091	61,691	62,291	62,891	63,491	64,091
11	59,291	59,891	60,491	61,091	61,691	62,291	62,891	63,491	64,091	64,691
12	59,891	60,491	61,091	61,691	62,291	62,891	63,491	64,091	64,691	65,291
13	60,491	61,091	61,691	62,291	62,891	63,491	64,091	64,691	65,291	65,891
14	61,091	61,691	62,291	62,891	63,491	64,091	64,691	65,291	65,891	66,491
15	61,691	62,291	62,891	63,491	64,091	64,691	65,291	65,891	66,491	67,091
16	62,291	62,891	63,491	64,091	64,691	65,291	65,891	66,491	67,091	67,691
17	62,791	63,391	63,991	64,591	65,191	65,791	66,391	66,991	67,591	68,191
18	63,291	63,891	64,491	65,091	65,691	66,291	66,891	67,491	68,091	68,691
19	64,291	64,891	65,491	66,091	66,691	67,291	67,891	68,491	69,091	69,691
20	65,291	65,891	66,491	67,091	67,691	68,291	68,891	69,491	70,091	70,691
21	66,291	66,891	67,491	68,091	68,691	69,291	69,891	70,491	71,091	71,691
22	66,791	67,391	67,991	68,591	69,191	69,791	70,391	70,991	71,591	72,191
23	67,791	68,391	68,991	69,591	70,191	70,791	71,391	71,991	72,591	73,191
24	68,291	68,891	69,491	70,091	70,691	71,291	71,891	72,491	73,091	73,691
25	69,291	69,891	70,491	71,091	71,691	72,291	72,891	73,491	74,091	74,691
26	69,791	70,391	70,991	71,591	72,191	72,791	73,391	73,991	74,591	75,191

Appendix F: Joint Committee to Address Article XII(A) Pupil Teacher Ratio

This Tentative Agreement is made between the Ithaca Teachers Association (the “ITA”) and the Superintendent of Schools of the Ithaca City School District (the “District”).

The ITA and the District have agreed to form a Joint Committee to address collaboratively Article XII(A) (Pupil Teacher Ratio) of the collective bargaining agreement. The parties have agreed as follows:

1. The current terms of Article XII(A) (Pupil Teacher Ratio), and the practices of the parties, will remain in effect pending completion of the Joint Committee’s work and ratification, as set forth below, of any overall tentative agreement reached by the Joint Committee.
2. The Joint Committee will be comprised of four (4) members selected by the ITA and four (4) members selected by the District. Each side will review with its Joint Committee members the general concepts of good faith bargaining under the Taylor Law.
3. The Joint Committee will meet in June 2010 to establish a schedule of meetings.
4. During December 2010, the Joint Committee, or representatives from among the Joint Committee members, will meet jointly with the ITA President and the District’s Director of Human Resources and Labor Relations to provide a status report on the Joint Committee’s work.
5. The Joint Committee will identify the current practices in place in the District for determining pupil teacher ratio and will develop revised contract language for Article XII(A), accordingly. The Joint Committee will not be foreclosed from negotiating agreements to change current practices that are used in determining pupil teacher ratios.
6. The Joint Committee will prepare a written report of its work and, assuming it has reached an overall tentative agreement, that tentative agreement will be subject to approval by the Superintendent, ratification by the Board of Education, and ratification by the ITA.

Signatures on file.

Appendix G: Joint Committee to Address Elementary Art, Music, and Physical Education Teachers' Workday

This Tentative Agreement is made between the Ithaca Teachers Association (the "ITA") and the Superintendent of Schools of the Ithaca City School District (the "District").

The ITA and the District have agreed to form a Joint Committee to address collaboratively certain subjects, set forth below in paragraph 4, concerning Elementary Art, Music, and Physical Education teachers' workday. The parties have agreed as follows:

1. The Joint Committee will be comprised of four (4) members selected by the ITA and four (4) members selected by the District. Each side will review with its Joint Committee members the general concepts of good faith bargaining under the Taylor Law.
2. The Joint Committee will meet in September 2010 to establish a schedule of meetings.
3. During December 2010, the Joint Committee, or representatives from among the Joint Committee members, will meet jointly with the ITA President and the District's Director of Human Resources and Labor Relations to provide a status report on the Joint Committee's work.
4. The Joint Committee will negotiate concerning: (a) the correlation between the number of minutes of instructional contact time per week and full-time equivalency status; (b) the nature and characteristics of work activities to be included in "instructional contact time"; (c) whether, and to what extent, transition time between classes will be included in the calculation of "instructional contact time"; (d) the scheduling parameters for part-time work; and (e) whether and to what extent the Administrator, when establishing the building schedule, will work with the teacher(s) to develop their schedule(s).
5. The Joint Committee will prepare a written report of its work, and assuming it has reached an overall tentative agreement, that tentative agreement will be subject to approval by the Superintendent, ratification by the Board of Education, and ratification by the ITA.

Signatures on file.

Appendix H: Coach Evaluation



Ithaca City School District ATHLETIC DEPARTMENT Coaches Evaluation Report

Date: School Year:

Name of Coach: _____ Years in Position: _____

Sport: _____ Level: _____

Please note that 1 represents the lowest rating and 5 represents the highest rating.

CHARACTER OF THE COACH (Responsibility, Accountability, Self-Control)

District Expectations:
(1 is lowest, 5 is highest)

A. A coach of a quality athletic program shows good character by:	1	2	3	4	5
1. Accepting responsibility for their actions and decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Maintaining self-control when dealing with the team (i.e. refrains from displays of anger and frustration)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Modeling & teaching sportsmanship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Fulfilling coaching obligations & commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Accepting losing/winning gracefully	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Playing by the rules of the game & being faithful to the ideals of the game	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMPETENCE OF THE COACH (Skill Development, Knowledge, Conditioning)

District Expectations:

A. A coach of a quality athletic program is competent in terms of:	1	2	3	4	5
1. Preparing student-athletes for competition (conditioning & fitness)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Teaching student-athletes the rules of the game	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Developing sport specific skills in ALL student-athletes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Using coaching techniques that are current and appropriate for level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Managing game situations & making decisions in the best interests of the team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Abiding by sport rules & regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Setting realistic & appropriate goals for the team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Providing a safe environment for athletes (physical, emotional & social)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Handling injuries appropriately & communicating with school personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Demonstrating knowledge of game strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Continuing to develop professionally as a coach (i.e. coaching clinics)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CITIZENSHIP OF THE COACH (Commitment, Teamwork, Role Modeling)

District Expectations:

A. A coach of a quality athletic program demonstrates citizenship by:	1	2	3	4	5
1. Arriving on time for coaching commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Developing a team that works together toward common goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Being a positive role model for student-athletes & other coaches/departments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Supporting district, athletic department, & team goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Communicating positive stories/information about the district athletic program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Showing team spirit & contributing to good morale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CIVILITY OF THE COACH (Respect, Fairness, Caring)

District Expectations:

A. A coach in a quality athletic program demonstrates civility toward others, by:	1	2	3	4	5
1. Respecting all people/players, regardless of differences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Being fair and equitable in training rule development & enforcement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Establishing positive relationships with student-athletes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Establishing positive relationships with parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Establishing positive relationships with school personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Establishing positive relationships with community members & community groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Showing enthusiasm for working with student-athletes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Showing enthusiasm for working with other coaches on the staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Listening to others; shows sensitivity & compassion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Treating game personnel professionally (officials, event workers, etc.)

☐ ☐ ☐ ☐ ☐

MANAGEMENT OF THE COACH (Obligations, Expectations)

District Expectations:

A. A coach of a quality athletic program demonstrates management by:		1	2	3	4	5
1.	Preparing an appropriate budget & being fiscally responsible (head coach)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Reporting game scores to media sources (head coach)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Delegating duties to appropriate coaching staff members (head coach)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Evaluating assistant coaches (head coach)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Recording game scores in ScheduleGalaxy (head & JV coach)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Accounting for all issued supplies at the end of the season	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Properly issuing, collecting & cleaning uniforms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Completing & submitting all required athletic reports in a timely manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Supervising student-athletes (locker rooms, practices, games & transportation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Adhering to district & athletic policies found in the athletic handbook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Maintaining & updating all necessary coaching certifications (i.e. CPR/AED, First Aid, Concussion, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

RECOMMENDATIONS

<input type="checkbox"/> Assignment with reservations	<input type="checkbox"/>
<input type="checkbox"/> Assignment without reservations	<input type="checkbox"/>

Director of Athletics & Wellness Comments:

Head Coach Comments:

Assistant Coach Comments:

☐

I would like to continue coaching in this role again next year.

Signature /
Head Coach:

Date:

Signature /
Assistant Coach:

Date:

Signature /
Dir. Of Athletics & Wellness:

Date:

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