

AGREEMENT

between

GOUVERNEUR CENTRAL SCHOOL DISTRICT

-and-

GOUVERNEUR TEACHERS' ASSOCIATION

July 1, 2021 – June 30, 2024

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AGREEMENT – GOUVERNEUR CENTRAL SCHOOL DISTRICT

and

GOUVERNEUR TEACHERS’ ASSOCIATION

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July 1, 2021 – June 30, 2024

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PURSUANT TO ARTICLE 14 OF THE STATE CIVIL SERVICE LAW, THE SUPERINTENDENT OF SCHOOLS, GOUVERNEUR CENTRAL SCHOOL DISTRICT HEREBY ADOPTS THE FOLLOWING AGREEMENT COVERING RECOGNITION OF A TEACHER ORGANIZATION AND THE METHODS BY WHICH NEGOTIATIONS SHALL TAKE PLACE WITH SAID ORGANIZATION.

ARTICLE 1 AGREEMENT

This Agreement made and entered into June 28, 2021 by and between the Superintendent of Schools, Gouverneur Central School District (hereinafter referred to as the “Superintendent”) and the Gouverneur Teachers Association (hereinafter referred to as the “Association”).

ARTICLE 2 RECOGNITION

The Board of Education, in order to recognize a teacher organization as exclusive representative and bargaining agent of teaching personnel and registered nurses requires satisfactory evidence that the organization in fact represents a majority of such employees. Such evidence shall be in the form of signed designation cards or dues deduction authorizations. In the event of a challenge, the Board will proceed according to the regulations of the Public Employee Relations Board established under Article 14 of the Civil Service Law.

ARTICLE 3 RESPONSIBILITIES OF THE PARTIES

3.1 Each of the parties hereto acknowledge the rights and responsibilities of the other party, the rights of individual unit members under the law, and the responsibility of both parties to follow policies set by the Commissioner of Education. If any Article or Section of this Agreement, or an Addendum thereto, should be held invalid by operation of law, or by a tribunal of competent jurisdiction, or if compliance with the enforcement of any Article or Section should be restrained by such tribunal, the remainder of this Agreement and Addenda hereto shall not be affected thereby and the parties shall enter into immediate collective negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid Article or Section.

ARTICLE 3 RESPONSIBILITIES OF THE PARTIES (Continued)

- 3.2 The Board of Education, Superintendent of Schools, and Administrators will not interfere with the rights of unit members of the District to become members of the Gouverneur Teachers Association. There shall be no discrimination, interference, restraint or coercion by the Board or any of its agents against any unit member because of membership in the Association.
- 3.3 It is the continuing policy of the Board and the Association that the provisions of this Agreement shall be applied to all unit members covered by it without regard to race, color, religious creed, sex, or national origin.
- 3.4 The Association agrees that neither it nor any of its officers or members will intimidate or coerce unit members of the District into membership in the GTA or will engage in Association activity during academic school hours except as it can be accomplished without interference with the instructional program. (Even this exception will be invoked minimally.)
- 3.5 It shall be the joint responsibility of the Board and the Administrators to develop reasonable rules for student conduct, to support the unit member in the enforcement of such rules, and to protect insofar as possible a unit member who is subjected to harassment or legal action as the result of carrying out an approved disciplinary policy. It shall be the responsibility of the unit member to use sound judgment in the application of discipline and to act within formal Board policy.
- 3.6 The Gouverneur Teachers Association, its officers, agents, and members agree that for the duration of this Agreement, there shall be no strikes, sit downs, slowdowns, stoppages of work, or picketing of any kind or form, however peaceful, nor any acts of any similar nature which would interfere with the regular instructional program and extra-curricular activities of the schools within the district, and that it will not otherwise permit, countenance, or suffer the existence or continuance of any kind of these acts.
- 3.7 RIGHT TO JOIN OR NOT JOIN – It is further recognized that unit members have the right to join or not to join the Association, but membership shall not be a prerequisite for employment or continuation of employment of any unit member.

ARTICLE 4. ADMINISTRATIVE FUNCTIONS

- 4.1 The GTA recognizes the prerogative of the Board and Superintendent to operate and manage the affairs of the District in all respects and in accordance with its responsibilities.
- 4.2 The Board and Superintendent retain and reserve unto themselves all powers, authority, rights, functions, duties and responsibilities conferred upon and invested in them by the Laws and Constitution of the State of New York and of the United States and such other rules and regulations promulgated by the Commissioner of Education.
- 4.3 The Board and Superintendent retain, solely and exclusively, the unqualified and unrestricted right to determine and make decisions on all terms and conditions of employment and the manner in which the operations of the District will be conducted except where those rights are clearly, expressly and specifically limited in the Agreement.
- 4.4 The administration of the affairs of the school district is an exclusive function of the Superintendent acting with the Board provided, however, that in the exercise of such functions neither the Superintendent nor the Board shall alter any of the provision of this Agreement.

ARTICLE 5 PROCEDURES FOR CONDUCTING NEGOTIATIONS

- 5.1 NEGOTIATING TEAMS – The Board, or designated representative(s), will meet with representatives designated by the Gouverneur Teachers Association for the purpose of negotiating a successor agreement.
- 5.2 OPENING NEGOTIATIONS – Upon a request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set not more than 15 days following such request. Such a request shall be made during the month of January of the last year of this agreement. The first meeting shall be the purpose of establishing ground rules for negotiations.
- 5.3 NEGOTIATION PROCEDURES – The Superintendent or his/her designee and the representatives of the Administration or Board, shall meet at such mutually agreed upon places and times with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counter-proposals in an effort to reach mutual understandings and agreement. Both parties agree to conduct such negotiations in good faith and to deal openly with each other on all matters. Following the initial meetings as described in paragraph 2 above, such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached.
- 5.4 Before the Superintendent adopts a change policy which affects wages, hours, or any other conditions of employment which is a mandatory subject of bargaining and which is not covered by the terms of this Agreement and which has not been proposed by the Association, the Superintendent shall notify the Association, in writing, that such a change is being contemplated. The Association will have the right to negotiate such items with the Superintendent provided that it filed such a request with the Superintendent within five (5) calendar days after receipt of said notice.
- 5.5 EXCHANGE OF INFORMATION – Both parties and/or the Superintendent shall furnish each other, upon reasonable request, all available information pertinent to the issue(s) under consideration.
- 5.6 CONSULTANTS – The parties may call upon consultants to assist in preparing for negotiations and to advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.
- 5.70 REACHING AGREEMENT – When consensus is reached covering the areas under discussion, the proposed Agreement shall be reduced to writing as a memorandum of understanding and submitted to the Association for approval. Following approval by a majority of the Association membership and the Board, the Board will take such action upon the recommendation(s) submitted as are necessary to make them official.

ARTICLE 6 AGREEMENT DISTRIBUTION

Copies of this agreement shall be provided electronically by the school district for all unit members now employed or hereafter employed by the school district within a reasonable time after its execution.

ARTICLE 7 INSURANCE PLANS

HEALTH INSURANCE – The St. Lawrence-Lewis School Employees Medical Plan, as modified by Riders 10, will be provided for unit members and dependents, active and retired. Active employees will contribute the following percentages towards employee/dependent healthcare premiums through payroll deduction and may use the IRS 125 Plan:

ARTICLE 7 INSURANCE PLANS (Continued)

2021-22	11%	Rider 10
2022-23	13%	Rider 10
2023-24	15%	Rider 10

Retired members must be on Step 20 of the salary schedule and have ten (10) years of service with the District. This requirement will apply to employees with an appointment date of July 1, 2021 or later. Eligibility is also extended to GTA Unit Members who have accumulated a total of twenty (20) years of service credit to the district through a combination of years of service through membership in the GSRPU (Gouverneur School Related Personnel Union) and GTA (Gouverneur Teachers Association). Registered Nurses must have completed 20 years of credited service with the school district. However, unit members with at least ten (10) years of service may continue coverage at their own expense.

For retirements after July 1, 2011, retirees will contribute the same percentages towards employee/dependent healthcare premiums as was contributed as of their last day of active service with the district. Dependents (spouses and surviving spouses) will not be reimbursed for their Medicare Part B premiums. Spouses or surviving spouses receiving reimbursement for Medicare Part B premiums prior to July 1, 2011 will be grandfathered for premium reimbursement of Medicare Part B. Retirees will be required to remit their contributions through an Automatic Payment Plan. This plan will be coordinated through the Business Office and will use an Automated Plan Authorization Form.

- 7.1.1 The District shall annually evaluate the advisability of offering the following health insurance benefit option.
- A. Upon a District determination to proceed, unit members with available health insurance coverage outside the St. Lawrence-Lewis Co. School Employees Health Plan shall be provided the option not to be covered by the health insurance provided under Article 7.1 of this agreement.
 - B. Unit members will be eligible to receive the following amount based on their coverage eligibility as of January 1st of each year or the date of hire, if hired after January 1st. The initial payment will be made with the payroll of June 15th and upon the member's continued employment with Gouverneur Central School the second installment payment will be made with the payroll of December 15th.

Individual Coverage	\$1600 (2 payments of \$800)
Two Person Coverage	\$2600 (2 payments of \$1300)
Three or More Person Coverage	\$3600 (2 payments of \$1800)
 - C. Unit members must execute an agreement with the District by December 20th of each year. The Agreement shall be effective for coverage from January 1st to December 31st only. Insurance shall be provided in accordance with 7.1 of the agreement unless a buy-out option is executed
 - D. Once an agreement is executed, the unit members may not change their election during the calendar year unless the change is necessitated by and consistent with a change in family status. Benefit election changes are consistent with family status only if the election change is necessary or appropriate as a result of family status change. Any changes will result in a refund due the district.
- 7.1.2 Unit members appointed by the district working less than .5 FTE would not be provided benefits outlined in Article 7.1.

ARTICLE 7 INSURANCE PLANS (Continued)

7.2 DENTAL OR DENTAL/OPTICAL PLAN

- 7.2.1 The District shall provide \$225 per unit member.
- 7.2.2 The Dental or Dental/Optical Plan shall be selected by the Association subject to the approval of the Superintendent.

7.3 FLEXIBLE BENEFITS - Section 125 Flexible Benefit Plan

- 7.3.1 The Flexible Benefits Plan will be mutually designed by the school district and the GTA.
- 7.3.2 The Plan administrator will be determined by the school district with GTA involvement.
- 7.3.3 The Flexible Benefits Plan start-up cost will be paid by the unit members per 7.3.4 below. The operating expenses of the Flexible Benefits Plan will be paid by the school district.
- 7.3.4 Unit members will contribute an additional 5% of the amount deposited within their Flexible Benefits Account to the Gouverneur Central School District. These monies shall first be used to offset any start-up cost of the Flexible Benefits Plan. All subsequent monies shall be appropriated by the Board of Education into a GTA Mini-Grant Fund for Technology. Any unused monies in the employees' account will be forwarded to the above reference GTA Mini-Grant fund. Payroll deductions for Health and Dental Benefits are not subject to the 5%.
- 7.3.5 The Central Committee for the Flexible Benefits Program made up of representatives from the school district and GTA will report back to the Board of Education and the GTA how the plan is working, as well as, the overall finances relating to the plan.
- 7.3.6 A third party counselor at the prevailing per diem rate would be available to help set up the plan and for counseling on a group basis.

ARTICLE 8 CONDITIONS OF EMPLOYMENT

8.1 CLASS SIZE AND CLASS LOAD – Class size will be kept at reasonable instructional level whenever possible, physically practical and educationally sound. Whenever possible, every reasonable effort will be made to equalize class load (number of classes) within departments and grade levels. In determining class size for Industrial Arts and Agriculture classes the safety factor should be given prime consideration.

- 8.1.1 The Labor Management Committee [LMC] (as defined in Article 11) shall be charged with advising the Board of Education when, in its judgment, class sizes are becoming unreasonable as explained in 8.1 above.
- 8.1.2 The following listing is established as a guideline for future reference. If class sizes exceed the recommended maximum number, the situation may be brought to the attention of the LMC through the following procedure:
 - A. When the maximum has been reached or exceeded, the individual unit member shall discuss the problem with the building principal first.
 - B. If the problem is not resolved, the teacher may then request, in writing, that the LMC study the problem.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

- C. Upon receipt of a written request, the LMC shall consider the matter at the next regular meeting.
- D. Upon completion of the study, the LMC shall submit, in writing, a report to the individual unit member explaining actions or recommendations.
- E. The unit member may re-submit his concern at a later date if in his/her judgment a problem still exists.

Recommended Class Sizes	Average	Medium	Maximum
Elementary:			
Kindergarten	18	22	26
Grades 1 – 2	18	22	26
Grades 3 – 4	20	24	26
Music, Instrumental	--	4	5

8.1.3 The secondary teachers schedule shall be developed within the concept of a teaching load and shall be subject to a teaching load limit and class size as outlined below.

The TEACHING LOAD LIMIT will be determined by calculating the number of sections, preparations, and students each teacher has on a daily basis. A formula will be used as outlined below which weights each section 25 points, each preparation 25 points, and each student 1 point. No teacher’s points will exceed 360. It shall be treated as two separate preparations when a teacher teaches a 43 minute class (i.e. Geometry) and the same class (i.e. Geometry) as an 86 minute class during the same semester.

TEACHING LOAD LIMIT FOR CORE AREAS:

The core academic areas include classes taught in math, science, foreign language, English, and social studies departments.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	150	150	150	
Total			400	400	
Total Contract Limit				360	
Individual Class Limit					27
Science Lab Limit					18

TEACHING LOAD LIMIT FOR ENCORE AREAS GROUP I:

The Encore Areas Group I includes classes in health, physical education, middle school art, Intro to Occupations, business, music, agriculture and STEM.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	160	160	160	
Total			410	410	
Total Contract Limit				360	
Individual Class Limit					28

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

TEACHING LOAD LIMIT FOR ENCORE AREAS GROUP II-LAB:

The Encore Areas Group II-Lab includes family and consumer science classes, technology classes, agriculture shop/lab, and high school art (9-12) classes.

Individual Factors	Weighting	Individual Data	Load Factor	Contract Limit	Class Maximum
Sections*	25	6	150	150	
Preparations*	25	4	100	100	
Students*	1	108	108	108	
Total			358	358	
Total Contract Limit				360	
Individual Class Limit					20 (21) tolerance

Definitions:

Section = A single block of instruction, which leads to student course credit, Carnegie unit defined as 180 days of instruction time 40 min. per day.

Time approximately 43 minutes (approximately 86 minutes = 2 sections)

Preparation = Preparation needed for teaching a unique course

Student = A class enrollee

Each year prior to the development of the Master Schedule, the High School Administration will meet with each Department to solicit input regarding the length of sections and make every attempt to accommodate requests.

- ❖ A teacher with 5 (five) or more preps will be given a duty free period in lieu of an additional duty such as study hall or lunch duty

8.2 FAIR DISCIPLINE AND DISMISSAL – No member of the bargaining unit shall be dismissed, reprimanded, reduced in rank or compensation or deprived of any other professional advantage except for just cause.

8.3 DISMISSAL TIME – The dismissal time for unit members shall be subject to the professional responsibility of the member. Secondary unit members shall be expected to be in their assignment area available for work for 7 ¼ hours a day. Elementary unit members shall be expected in their assignment area for 7 ¼ hours that will include 15 minutes of duty-free time prior to the start of the student day. They shall remain beyond this time for the usual-reasonable amount of staff meetings as scheduled by the Administration. Staff members shall also be available to remain beyond the end of the school day when it is necessary to meet with students or parents.

8.4 HOURS AND SCHOOL YEAR – School year to be the same as the student calendar plus any days needed before students report for school in September and school days after the students leave in June to complete any required duties assigned by the administration within the unit member’s area of responsibility.

8.5 MILEAGE RATE – Unit members whose duties require that they travel between schools in the Gouverneur Central School District will be reimbursed at the rate in effect for all district employees if using their own vehicle and if a district vehicle is not available.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.6 NOTIFICATION OF TEACHING ASSIGNMENT:

- 8.6.1 Each unit member must be notified prior to May 15th of his or her course and grade assignment for the coming year. Notice of any change after that date must be made immediately after the changes are determined.
- 8.6.2 Notice of an involuntary transfer or reassignment shall be given to unit members as soon as practicable and, except in cases of emergency, not later than May 14th.
- 8.6.3 When an involuntary transfer or reassignment is necessary a unit member's area of competence, major or minor field of study, length of service in the Gouverneur Central School District, and other relevant factors, including, among other things, state and/or federal laws, rules, regulations or administrative directives, shall be considered in determining which teacher is to be transferred or reassigned.
- 8.6.4 An involuntary transfer or reassignment shall be made only after a meeting between the unit member involved and the Building Principal at which time the unit member shall be notified of the reason therefor. A unit member who is involuntarily transferred from his/her subject, building or grade level or who is denied a request to make such a transfer may pursue the procedures and rights already in the contract. In addition, the member may request a meeting with the Union President and Superintendent. If the request is made within 30 days of notification, then such a meeting shall be held and the teacher may present any and all rationale. Subsequent to such a meeting, the Superintendent, after conferring with the Union President, shall decide whether to change the decision.
- 8.6.5 A list of open positions in the school district shall be made available to all unit members being involuntarily transferred or reassigned. Such unit members may request the positions, in order of preference, to which they desire to be transferred. All such unit members shall be given adequate time off for the purpose of visiting schools at which open positions exist (1/2 day or couple of hours with adequate notice). Unit members being involuntarily transferred or reassigned from their present position shall have preference over those seeking voluntary transfer or reassignment, provided they are certified, in regard to choice among those positions which are vacant. A unit member being involuntarily transferred or re-assigned shall be placed only in an equivalent position—i.e., one which, among other things, does not involve reduction in rank or in total compensation.

8.7 NOTIFICATION OF VACANCIES

- 8.7.1 Whenever a vacancy exists whether it be a new position or a vacancy caused by someone leaving a position the Superintendent shall submit to the members of GTA through the Association President or designated member written notification of said position. If it is a new position, a job description shall accompany the notification.
- 8.7.2 Unit members who wish to be given consideration for professional vacancies shall file an application with the Superintendent within two weeks of the written notice above.
- 8.7.3 Unit members who apply for a position within the time limit in 8.7.2 above shall be given equal, but not exclusive consideration.
- 8.7.4 Should a unit member be appointed to fill an initial vacancy, the notice required in 8.7.1 above will be given for the vacancy so created. However, no notice is required for subsequent vacancies.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.7.5 If the Superintendent becomes aware of a vacancy between August 1 and September 15 of any year he/she can fill the vacancy at any time after giving written notice of the vacancy to the GTA.

8.7.6 All unit member applicants shall be notified, in writing, of the disposition of the position.

8.8 UNIT MEMBER EVALUATION

The parties agree that they will conduct negotiations concerning the mandatory subjects of bargaining in accordance with the revised Annual Professional Performance Review (APPR). Both parties agree to commence negotiations at a date mutually agreed upon with the understanding that final agreement cannot be reached until after adoption of regulations of the Commissioner of Education required by Chapter 103 of the Law of 2010 to the extent necessary to comply with said regulations. Any agreement resulting from such negotiations shall be subject to ratification by the Board of Education and the membership of the Association.

8.8.1 PURPOSES OF UNIT MEMBER EVALUATION: The chief purposes for evaluating unit members are:

- (a) to maintain a highly qualified, competent staff,
- (b) to promote its continuing development,
- (c) to permit a unit member to seek and receive supervisory assistance when needed, and
- (d) to enable the District to make informed decisions regarding employment of individual teachers.

8.8.2 EACH REQUIRED EVALUATION SHALL ADDRESS THE FOLLOWING TOPICS:

- (a) How well a unit member is performing the duties and responsibilities of his/her position.
- (b) Areas in which improvement is needed.
- (c) A candid appraisal of a unit member's work.

8.8.3 EVALUATION OF TEACHER PERFORMANCE:

It is agreed that an ongoing program of teacher evaluation is essential to the educational mission of the district. This program should be flexible, meet the dual purpose of improvement of instruction, and provide a rational basis for staff retention.

A. Category 1 – First Year Probationary Teachers:

1. All first year probationary teachers, and any second or third year probationer teaching for the first time in a different or substantially altered curriculum area, or at a different grade level, shall be formally evaluated (as defined below) at least twice prior to the completion of the teacher's first semester, preferably before Christmas recess.
2. Any teacher in this category identified by the administration as performing in a less than satisfactory manner, either as a result of the first two formal evaluations or through other means, shall be so notified, and shall receive a third formal evaluation within a reasonable period of time.
3. Should the teacher continue to exhibit less than satisfactory performance, at least one additional formal evaluation shall be conducted prior to the end of the school year. An unlimited number of casual observations (as defined below) may be conducted.

B. Category 2 – Second, Third and Fourth Year Probationary Teachers:

All second, third and fourth year probationary teachers shall receive a minimum of one (1) formal evaluation during the first semester of each school year. Should a teacher in this category be identified by the administration as performing in a less than satisfactory manner, either as a result of formal evaluation, casual evaluation, or through other means, he/she shall be treated in the same manner as a teacher in Category 1 above.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

Should a teacher's continuation from the previous school year be considered "marginal" by the district (i.e. the teacher's employment was continued, but with reservations), then he/she shall be treated as in Category 1.

(References to specific situations, or comments resulting from specific situations must still be filed in a timely fashion pursuant to the personnel file section.)

C. Category 3 – Tenured Teachers

All tenured teachers shall receive a minimum of one formal evaluation every two years. This evaluation will take place prior to May 1st.

In the off year, tenured teachers must choose one (1) option from the options identified in Appendix D. This option must be approved by the Building Principal by October 1st.

(References to specific situations, or comments resulting from specific situations must still be filed in a timely fashion pursuant to the personnel file section.)

D. Formal Evaluation – a formal evaluation, for the purpose of this provision, shall consist of the following:

1. Objective(s) submitted in writing by the teacher to the evaluator prior to the lesson. A pre-conference will be held.
2. An observation, conducted openly and with the full knowledge of the teacher, covering a full class period or lesson.
3. The post-conference will be held within five (5) school days subsequent to the observation. The written evaluation will be developed after the post-conference and given to the unit member no later than eight (8) school days subsequent to the observation. Each written evaluation shall address the following points:
 - pre-conference notes
 - summary of main activities
 - instructional process
 - classroom management and environment
 - areas of greater strengths
 - areas in which improvement is needed
 - a candid appraisal
 - post-conference notes

E. CASUAL OBSERVATION

Casual observations of teaching performance may be utilized for the purpose of alerting the teacher and administrator to the need for additional formal observation(s) and evaluation(s). A casual observation, within the meaning of this provision, may not be used for any purpose other than to establish that a legitimate need exists for additional formal evaluation(s).

F. MINIMUM REQUIREMENTS

It must be stressed that all requirements for formal evaluations, off-year evaluations, and informal observations are minimums. Upon administrative initiative or teacher request, the numbers may be increased by any amount.

G. TEACHER PROTECTION

Before a decision is reached to terminate the services of a probationary teacher, on the basis of instructional performance, the teacher shall have received at least three (3) formal evaluations within the calendar year immediately preceding the decision. A "decision to terminate," for the

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

purposes of this clause, shall be defined as the date upon which the teacher is formally notified, in writing, by the administration, that his/her services will no longer be continued.

The above shall pertain to evaluation of instructional performance only. Nothing contained above shall be interpreted as limiting the right of the Superintendent to recommend discipline or dismissal of a teacher for purposes other than classroom performance provided, however, that the district conforms to all other provisions of this agreement.

H. For the purpose of evaluating unit members other than classroom teachers, i.e., counselors, librarians, school nurse teacher, psychologists, etc., the following shall constitute the definition of a Formal Evaluation.

1. A pre-conference will be held, within the first month of the school year or of employment, at which time the administrator(s) responsible for evaluation, shall outline the goals, responsibilities, duties, and performance standards expected. The unit member shall indicate to the evaluator the method and manner in which he/she intends to accomplish these objectives and expectations. A written summary of this conference, signed by both parties, will be placed in the unit member's personnel file.

The unit member's signature does not indicate agreement with the pre-conference summary. It only indicates that a conference was held and the unit member received a copy of the pre-conference summary.

2. All formal written performance evaluations shall be based on conferences between the unit member and the evaluator. At that time the unit member's performance, based up on the initial written summary of expectations, is discussed. The administrator may evaluate these unit members in all phases of their teaching responsibilities and all other duties.

Each formal written evaluation shall include progress toward goals, areas of greatest strengths, areas in which improvement is needed, and a candid appraisal.

The unit member's signature does not indicate agreement with the evaluation. It only indicates that a conference was held and the unit member received a copy of the evaluation. The unit member may file a written comment on the observation and evaluation within ten (10) school days. This will be attached to the evaluation and become part of his/her personnel file.

8.9 UNIT MEMBER PERSONNEL FILES

- 8.9.1 The official district personnel file for each member of the bargaining unit shall be maintained in the central office.
- 8.9.2 All data relevant to a member's employment, performance of his/her duties, promotion, discipline, evaluation and all other job-related matters shall be placed in the member's personnel file.
- 8.9.3 No material, excluding reference and information obtained in the process of evaluating the member for initial employment, which is derogatory to a member's conduct, service, character, or personality shall be filed unless the member has had an opportunity to examine the material. The member must affix his/her signature on the actual copy to be filed with the express understanding that such signature merely signifies the he/she has examined the material(s). Such signature does not necessarily indicate agreement with its content and may not be withheld.

The member shall also have the right to submit a written answer to such material and his/her answer shall be signed by the Superintendent and attached to the actual file copy.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

8.9.4 An incident which has not been reduced to writing within thirty (30) days of its discovery or its occurrence, whichever is later, exclusive of the summer vacation period, may not be added to the file. No material which is inaccurate, misleading or inappropriate shall be placed in said file.

8.9.5 The member shall have the right upon request to review the contents of his/her personnel file. Furthermore, the member shall be furnished a copy of any document therein.

The member shall be entitled to have a representative of the Association accompany him/her during such review. Such review shall be made in the presence of a designated school official, and shall be at a mutually agreeable time, but no later than three school days following such request. Otherwise access to the file shall be limited to proper school officials.

8.9.6 Any document which relates to a unit member's role as an employee in the District must be filed before it can be used in any action by the district that could result in any consequences for the member.

8.9.7 No document(s) in the file shall be forwarded to any agency, organization, prospective employer or other party without the express written consent of the member. All personnel files will be maintained in a confidential manner and will comply in every way with all laws and regulations.

8.10 GTA PROFESSIONAL DAYS – Twenty (20) GTA Professional Days shall be available. Notification must be given to Building Principal and/or Superintendent one (1) day in advance.

GCS D will cover both the cost of the substitute and GTA member. Upon request, the Superintendent may grant GTA days without cost to the GTA for purposes consistent with the goals of the district as stated in the district's Strategic Long Range Plan and/or to further the work of the Labor Management Committee.

8.10.1 The GTA President, if schedule permits and the Building Principal approves, may be granted a duty free period to conduct GTA business.

8.11 PAYCHECKS – Checks shall be issued semi-monthly, effective on the 15th day and the last day of every month from September through June so as to have twenty (20) pay periods in the School Year. Unit members may also elect to receive twenty-four (24) payments, allowing five (5) payments of the salary due the last payroll in June. The electronic direct deposit is mandatory for all unit members and shall be provided to any commercial bank. When the 15th or last day of the month is a Saturday or Sunday, Electronic Direct Deposit will be made on the preceding Friday.

8.12 UNIT MEMBERS AS SUBSTITUTES – Classroom unit members will not be used as substitutes for other unit members during the regular school day in cases when a substitute teacher can be employed. Exceptions – except in cases when substitute teachers are not available or when the absence involves too short a period of time to justify employment of a substitute.

8.13 DUTY FREE TIME - The District will make every reasonable effort to construct master schedules and individual schedules in such a way as to provide each member of the bargaining unit a minimum of 200 minutes per week of duty-free preparation time during the student day, exclusive of a thirty (30) minute duty-free lunch.

8.14 DISTANCE LEARNING

8.14.1 The District shall not expand the number of offerings on the Distance Learning System in order to layoff current unit members.

ARTICLE 8 CONDITIONS OF EMPLOYMENT (Continued)

- 8.14.2 The District will make every effort to find volunteers to teach on the system.
- 8.14.3 The District will make every reasonable effort to provide appropriate time for Distance Learning teachers to visit other local distance learning sites.
- 8.14.4 Teachers teaching on the distance learning system will be relieved from full period supervisory/duty assignment.

ARTICLE 9 CONFERENCES

- 9.1 Conference involving absences on school days will include one (1) state conference per year. Requests for approval to attend a conference must be in writing to the Superintendent at least two (2) weeks in advance of the conference date.
- 9.2 Attendance – Academic Department/not more than two (2) people. K-6 Department/not more than two (2) people. K-12 Departments/not more than two (2) people; one (1) elementary and one (1) secondary person.
- 9.3 Compensation – Mileage – at district rate if by private car, plus Thruway tolls. The Board reserves the right to limit the number of private cars or to request the use of a school vehicle.
- 9.4 Out-of-State Conferences – Limited to 500 miles one way and subject to approval of the Board and the Superintendent on every occasion.
- 9.5 A complete evaluation of the conference must be given to fellow staff members and administrators, utilizing the PDM process.
- 9.6 All conference expenses accounts must be accompanied by itemized bills. A school district Claim Form must be signed and attached to conference expense claims.
- 9.7 Any exceptions to the above conference policy must be approved by the Board and the Superintendent.

ARTICLE 10 PAYROLL DEDUCTIONS

10.1 DUES CHECK-OFF

- 10.1.1 The District agrees to deduct from the salaries of members of the bargaining unit dues for the Gouverneur Teachers Association and its affiliates as said members individually and voluntarily authorize, in writing, on dues authorization cards provided by the Association.
- 10.1.2 No later than three (3) weeks prior to the third scheduled pay period of the school year the Association shall notify the District of the amount of dues and shall submit dues authorization cards for those who previously had not signed such cards.
- 10.1.3 Dues authorization cards shall remain in full force and effect until such time as the member leaves the employ of the District or the member withdraws authorization by written notice to the Superintendent and President of the Association at least two (2) weeks prior to the third pay period of the school year.

ARTICLE 10 PAYROLL DEDUCTIONS (Continued)

10.1.4 The District shall deduct dues in equal installments beginning with the third paycheck of the school year and ending with the last check in June. Following each deduction, the District shall remit to the Association the dues deducted for that pay period.

10.2 AGENCY FEE

10.2.1 Effective on the first pay period after ratification of this Agreement, the District shall deduct from the wage or salary of employees in the bargaining unit who are not members of the Association, the amount equivalent to the dues levied by the Association and shall transmit the sum so deducted to the Association in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York.

10.2.2 The Association affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York. This provision for agency shop fee deduction shall continue in effect so long as the Association maintains such procedure.

10.2.3 The agency shop fee deduction shall be made following the same procedures as are applicable for dues check-off, except as otherwise mandated by law or this Article of the Agreement.

10.3 NYSUT BENEFIT TRUST

The District shall allow Payroll Deduction – one deduction, per member, per year – for all members for the NYSUT Benefit Trust.

ARTICLE 11 LABOR MANAGEMENT COMMITTEE

11.1 LIVING CONTRACT

To continue the concept of dialogue and interaction between members of the Gouverneur Teachers Association and the Gouverneur Board of Education, a Labor Management Committee (LMC) will be created.

The LMC will establish its own meeting schedule to deal with issues of concern put forth by either party as they arise. The LMC shall be comprised of the following representatives of each party: GTA President and Six (6) other members.

Superintendent and Six (6) other Designees.

It is the intent of the parties that issue resolution shall be an ongoing process with issues addressed as they arise.

Issues may be placed on the agenda of the LMC by either party at any time (subject to reasonable procedures established by the LMC for setting its agendas). Either party may require a meeting of the LMC to be held within thirty (30) days if no meeting is scheduled. As agreements are reached by the LMC, any agreements requiring approval will be presented to the appropriate constituents prior to modifying the contract.

11.2 LIVING CONTRACT AND CONTRACT EXTENSION

Each year of this agreement the LMC shall meet between May 1 and October 1 for the purposes of:

- a) Discussion of procedures that will enhance the ability of the LMC to function effectively.

ARTICLE 11 LABOR MANAGEMENT COMMITTEE (Continued)

- b) Skill training for effective functioning as a LMC.
- c) Orientation of new members.

Each January, the LMC will schedule a meeting to address:

- a) Whether the LMC is functioning as effectively as possible and what steps can be taken to improve its efficiency, and
- b) Whether the length of the contract can be extended and if so, what the terms and conditions of that extension will be.

The parties shall share in the expense of providing for the meetings required, per year, by the provisions of this agreement.

ARTICLE 12 LEAVES

12.1 PERSONAL LEAVE

- 12.1.1 Four (4) days per school year. Unit members need not specify the use of personal leave days. Personal leave must be requested two (2) days in advance.
- 12.1.2 If less than two (2) days notice is given, the Superintendent may request that the reason be stated. Also, the member may be asked to show that two (2) days notice was not possible.
- 12.1.3 The number of members permitted to be absent at any one time for personal leave shall be determined by the Superintendent. Personal Leave shall not be used to extend any vacation period, except for graduation or wedding in the immediate family (up to two (2) days maximum extension with Superintendent approval and ten (10) days advance notice).
- 12.1.4 Four (4) days of unused personal leave will be added to accumulated sick leave at the end of each school year.

12.2 SICK LEAVE

- 12.2.1 Ten (10) days per school year, cumulative to 200 days, without loss of pay shall be granted to each unit member.
- 12.2.2 The unit member who is absent from work for a period of three (3) consecutive days and on sick leave will present proof of illness on his/her return to work upon request of the Superintendent.
- 12.2.3 Sick leave shall be construed to include "sickness or death in the immediate family" for a reasonable number of days for emergency care or burial not to exceed ten (10) days for this purpose. In case of emergency regarding sickness or death in immediate family beyond the allowable ten (10) days of sick leave, each case will be considered on its individual merits by the Superintendent.
- 12.2.4 Employees suffering injury or illness in the course of their employment are covered by the New York State Workers' Compensation Law (Chapter 67 of the Consolidated Laws of New York). If absence is the result of injury or illness compensable under the New York State Workers' Compensation Act, members may elect:
 - 1) not to use sick leave and take standard compensation payments.
 - 2) to use sick leave and be paid the difference between standard compensation payments and contract salary in addition to the former, or
 - 3) to use sick leave with full pay and turn the standard compensation payments over to the School District.

ARTICLE 12 LEAVES (Continued)

If the member selects (3), above, upon receipt of the compensation payments the District shall return to the member sick leave credit in proportion to the compensation payments turned over to the District. For example, should the compensation payments turned over to the District equal two-thirds of the member's salary, the District shall credit the member with two (2) sick days for every three (3) days used.

If the member selects (2), above, sick leave will be charged against the member in proportion to the difference between the salary and the compensation payment. For example, if the District pays one-third of the member's salary, the member shall be charged with one (1) sick day for each three (3) days used.

In the event the member choosing (2) or (3), above, does not have sufficient sick days accumulated to result in full salary (Workers' Compensation Payment plus District contribution) for a period of up to 180 school days, the District shall grant to the member sufficient sick days to insure that the member receives full salary for any period of job related disability or illness up to a total of 180 school days. For example, suppose the member's job related injury results in an absence of 90 school days and the member has 10 accumulated sick days. If the Worker's Compensation payments are two-thirds of the member's salary, the District will grant the member an additional 20 sick days.

12.2.5 If the member's Workers' Compensation case is controverted, Workers' Compensation payments to the member will be discontinued. The member may elect to use sick leave. Payments received from controverted Workers' Compensation cases decided in favor of the member will be turned over to the District and sick leave reinstated proportionally. All payments from Workers' Compensation and sick leave will be discontinued if the examining physician for the Worker's Compensation Board determines that a disability does not exist. If the member's paid absence continued past the last date of disability, as determined by the examining physician for the Worker's Compensation Board, one (1) day will be deducted from the member's accumulated sick leave for each day of absence past the last date of disability and Article 12.2.2 shall apply.

12.2.6 A statement of sick leave status will be available through WinCap Web at the end of the school year.

12.3 CHILD REARING LEAVING

12.3.1 Unit members shall be granted unpaid child-rearing leave for their children from birth to school age. The length of such leave shall not exceed two (2) years in a four (4) year period.

12.3.2 Unit members shall inform the Superintendent at least one month in advance of taking child-rearing leave in writing.

12.4 DEDUCTION OF LEAVE – A day of absence shall be deducted from a member's leave entitlement regardless of whether a substitute was hired to take his/her place. The decision as to whether a substitute shall be hired for an absent member is the prerogative of the Superintendent.

12.5 VISITING DAYS - Visiting days may be arranged for the purpose of observation with the understanding that such observations are for the sole purpose of the improvement of instruction in the Gouverneur Central School system.

12.6 RELIGIOUS OBSERVANCE – Unavoidable absence from school for attendance at church-related activities on approved days of religious observance shall be permitted without loss of leave days for up to three (3) days per year. Additional days will be deducted from sick leave.

12.7 RETIREMENT – (See Article 17)

ARTICLE 12 LEAVES (Continued)

12.8 COURT LEAVE – Unit members who are required to appear in court in a situation where the unit member has no control over the scheduling shall be granted use of up to five (5) days per year without financial loss; however, such days will be deducted from accumulated sick leave. Unit members who appear in court on behalf of the district in a school related matter shall be granted leave without financial loss or loss of leave day.

(Exclusion: If a member is accused of a criminal offense and is on trial, his/her salary will be withheld until he/she is adjudged innocent. After he/she is adjudged innocent, his/her withheld salary will be paid.)

12.9 JURY DUTY – Teachers will be granted the time necessary for the performance of required jury duty without loss of pay. The teacher will submit to the District the amount of money he/she receives for jury services, excluding mileage.

12.10 SICK BANK - The sole purpose of the Sick Leave Bank is to provide additional sick leave to bank members who have exhausted their own sick leave and require additional days as a result of unplanned, prolonged illness or disabling condition. The Sick Leave Bank is only available for the period of actual disability as certified by a physician's statement. The District Physician may also be asked to review and certify the physician's statement. The Sick Leave Bank will be administered according to the guidelines below. Recommendations for changes and/or interpretations will be made by the Sick Leave Bank Committee, subject to the approval of the Superintendent of Schools.

Definitions: Inability to work caused by a disability which prevents someone from working for a substantial period of time (at least three (3) weeks) as certified by a District appointed physician and would not include such illnesses as ordinary colds or other illnesses which would result in disability for a few days or less than three (3) weeks. The disability covered must be continuous absences.

12.10.1 Operations: The Superintendent of Schools shall be responsible for the operations and enforcement of the Sick Leave Bank and for maintaining all pertinent records. The Superintendent, working with the Association President, shall establish a committee of two (2) Union appointed representatives and two (2) District appointed representatives to review all applications for use of the Sick Leave Bank and recommend to the Superintendent appropriate action. All recommendations shall be in accordance with the guidelines below.

12.10.2 Membership in the Sick Leave Bank will be in accordance with the following guidelines:

12.10.2.1 The bank is open to all GTA and GAA unit members.

12.10.2.2 Prospective members must apply for membership by notifying the Board Clerk in writing within thirty (30) days of Board appointment to be eligible in that school year.

12.10.2.3 Each individual joining the sick bank will contribute two (2) days of accumulated sick leave to the Sick Leave Bank each September for five (5) years.

12.10.2.4 A member who elects to delay entering will contribute the same number of days as if the individual had joined the Sick Leave Bank at the time of the first opportunity to join.

12.10.2.5 Membership will be continued each year without reapplication.

12.10.2.6 Members will remain a member until such time as he/she notifies the Board Clerk in writing by August 1 that he/she no longer wishes to participate in the sick bank.

12.10.2.7 Any member resigning shall not be able to withdraw days donated to the Sick Leave Bank.

12.10.2.8 Members who have terminated membership shall not be eligible to rejoin.

12.10.3 Contributions: When the total number of days in the bank reaches five hundred (500), annual contributions from members with more than five (5) years of membership in the bank will be suspended.

ARTICLE 12 LEAVES (Continued)

- 12.10.3.1 When the number of days falls below 150 days, members will be asked to contribute an additional day.
 - 12.10.3.2 When the bank falls below 150 days , members with fewer than two (2) sick days will not be assessed an additional day. However, their allocation of sick days for the subsequent school year will be reduced by the same amount.
 - 12.10.3.3 Any member of the bank who has exhausted his/her sick leave prior to additional donation periods will not be dropped from the bank because of an inability to contribute days.
 - 12.10.3.4 Unit members hired after 7/1/89, will continue to contribute days until the total contribution matches the maximum of initial members.
 - 12.10.3.5 Part-time employees shall contribute in proportion to their workload.
- 12.10.4 Each member of the Sick Leave Bank will not be eligible for benefits until a maximum waiting period of 25 days has elapsed since the beginning of a qualifying continuous absence. For example, a member with 4 sick days at the onset of a qualifying continuous absence would have a waiting period of 21 days before becoming eligible for sick bank benefits. Conversely, a person with 26 days of accumulated sick leave at the beginning of a qualifying continuous absence would not have a waiting period.
- 12.10.4.1 Maximum cumulative benefits per year for any one individual application shall be awarded according to the following criteria and under no circumstances can they exceed 180 days. Under extenuating circumstances, the review committee shall review each case at least every 30 days and recommend to the Superintendent, in writing, whether Sick Leave Bank payments should be continued for another 30 days up to a maximum of 90 days.

Years of Completed Service in the District	Maximum Workdays
0 – 5 years	30
6 – 10 years	60
11 or more years	90
 - 12.10.4.2 Members who have reached the maximum sick leave accumulation of two hundred (200) days may contribute up to ten (10) days annually to the bank, with a total cumulative limit of twenty (20) days per individual.
 - 12.10.4.3 Members may contribute up to three (3) days more than required in each school year, subject to all conditions of the bank and with no special advantage for the member. This contribution shall be made in writing to the clerk.
 - 12.10.4.4 Members who do not qualify for FMLA, (Family Medical leave Act) and who do not have sufficient days of accumulated sick time to cover the waiting period of twenty-five (25) days will be afforded the opportunity to pay for health insurance coverage at a per diem rate. In extenuating circumstances the district will work with the employee on a payment plan option.
- 12.10.5 The Review Committee: The bank is not intended to be used for elective surgery, cosmetic surgery, maternity leave unrelated to disability, or minor illnesses or minor disabilities of any kind. Notwithstanding the foregoing, the committee shall have the authority to grant days in any situation, it deems to be totally unique and of an emergency nature. The committee may grant days as it deems appropriate and may attach whatever conditions necessary. Each decision of the committee shall be a majority decision of the full committee and all decisions of the committee shall be final. It is understood that no decision of the sick leave committee shall be subject to the grievance procedure.
- 12.10.5.1 The Sick Leave Bank shall not be available for use in cases of family illness.
 - 12.10.5.2 Sick leave payments shall terminate with the last pay period of the school year.
 - 12.10.5.3 Benefits from the Sick Leave Bank shall not be repaid by the individual.

ARTICLE 12 LEAVES (Continued)

- 12.10.5.4 Benefits only apply to days on which the applicant would have worked.
- 12.10.5.5 Written requests for benefits must be filed with the review committee prior to the exhaustion of the person's sick leave. The written request must include a physician's statement. If a member is incapable of filing for benefits on their behalf, another person may apply for them.
- 12.10.5.6 The review committee shall act upon each request within five (5) school days,
- 12.10.5.7 In the event that an applicant to the sick bank committee is a committee member, the GTA Secretary shall become a voting member and replace the committee member in the consideration of the application.
- 12.10.5.8 Decisions of the review committee shall be in writing with the rationale for the decision. Such rationale shall then become part of the criteria for future decisions.

12.10.6 Non-tenured unit members receiving benefits from the Sick leave Bank in excess of 29 days shall have their probationary period extended. This extension will be equivalent to the number of sick days drawn from the Sick Leave Bank.

12.11 BEREAVEMENT LEAVE

Members of the bargaining unit shall be permitted without loss of pay, or deduction from sick leave or personal leave days, four (4) days of leave for a death in the immediate family.

ARTICLE 13 GRIEVANCE PROCEDURE

PURPOSE: It is the policy of the Superintendent of Gouverneur Central School District and the Gouverneur Teachers Association that all grievances be resolved informally or at the earliest possible stage of the grievance procedure. However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement, but shall not be precedents in a later grievance proceeding.

13.1 DEFINITIONS

- 13.1.1 A "grievance" is any alleged violation of this Agreement or any dispute with respect to its meaning or application.
- 13.1.2 A "unit member" is any person in the unit covered by this Agreement.
- 13.1.3 An "aggrieved party" is the teacher or group of teachers who submit a grievance or on whose behalf it is submitted, the Association or the Superintendent.

13.2 SUBMISSION

- 13.2.1 Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.
- 13.2.2 Each grievance shall be submitted in writing on a form approved by the Board and the Association and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time and the place where the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions and a general statement of the grievance and redress sought by the aggrieved party.
- 13.2.3 A grievance shall be deemed waived unless it is submitted within twenty (20) school days after the aggrieved party knew or should have known of the events or conditions on which it is based.
- 13.2.4 A teacher or group of teachers may submit grievances which affect them personally and shall submit such grievances to the Building Principal.

ARTICLE 13 GRIEVANCE PROCEDURE (Continued)

13.2.5 The Association may submit any grievance. If it is limited in effect to one school, the grievance shall be submitted to the Building Principal. Otherwise, it shall be submitted directly to the Superintendent of Schools.

13.2.6 The Superintendent shall present grievances to the President of the Gouverneur Teachers Association.

13.3 GRIEVANCE PROCEDURE

13.3.1 The Building Principal shall respond, in writing, to each grievance received. If an aggrieved party is not satisfied with the response of the Building Principal or if no response is received within one calendar week after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the Superintendent.

13.3.2 The Superintendent or his/her designated representative shall, upon request, confer with the aggrieved parties with respect to the grievance and shall deliver to the aggrieved parties a written statement of his position with respect to it no later than two (2) weeks after it is received by him/her.

13.3.3 Within two (2) weeks after receiving a grievance from the Superintendent, the Association shall deliver to the Superintendent a detailed statement of its position with respect to the grievance.

13.3.4 In the event the Association or the Superintendent is not satisfied with the statement of the other with respect to a grievance, it or he/she may, within fifteen (15) days after receiving the statement, refer the grievance to arbitration by written notification to the other party.

The parties shall then have ten (10) days within which to agree on a mutually acceptable arbitrator. In the event the parties fail to agree on an arbitrator, then the party initiating the grievance shall have fifteen (15) days within which to file a demand for arbitration with the American Arbitration Association.

Both parties will then abide by the rules and procedures of the American Arbitration Association.

13.4 ARBITRATION

13.4.1 The arbitrator's decision will be in writing and will set forth his/her findings, reasonings, and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of this Agreement. The decision of the arbitrator shall be binding. The arbitrator shall have no power to alter, add to, or detract from the provision of the Agreement.

13.4.2 The cost for the service of the Arbitrator will be borne equally by the School District and the Association.

13.4.3 The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.

Alternative Final Stage: Within five (5) days of the determination by Superintendent, or in the case of a grievance filed by the Superintendent within five (5) days after receipt of the statement from the Association, if the aggrieved party is not satisfied, he/she may make written request to the Board of Education for review and determination. The Board of Education will hold a hearing to obtain information regarding the case. The board of Education shall render a final decision within ten (10) school days after the hearing.

ARTICLE 14 CONTINUING POLICIES

Policies affecting terms and conditions of employment not covered by this Agreement shall be maintained at least at the minimum standards in effect on December 19, 1979, except as they may be altered by mutual agreement.

ARTICLE 15 REGISTERED NURSE

15.1 Salary Schedule:

Nurses shall be placed on the step commensurate with their experience and compensated at 95% the Base Salary column on the instructional salary schedule. When they receive their bachelor's degree, they will be compensated at 100% of Base Salary. See Appendix B.

ARTICLE 16 EXTRA CURRICULAR SALARY SCHEDULES

16.1 Unit members' salary for 2021-2024 shall be as specified in:
Instructional Appendix B
Coaching A1 – A3
Clubs and Activities A4 – A6

16.1.1 Unit member(s) off schedule shall receive a minimum increase as agreed upon.

16.2 Beginning with the 1990-91 school year the District and the Union will increase the schedule by the same percentage as the average teachers' raises in that year. This means that the District will spend the agreed upon percentage above what was spent the previous year.

Notwithstanding the foregoing, under no circumstances will the schedule be reduced. If the average raise per teacher would be too low to allow for an increase in the schedule then the schedule shall remain the same and increments shall be paid.

16.3 Unit members' salary will be determined in the same manner as in Article 16.2, using prior year's staff and schedule.

16.4 For year-long, extra and co-curricular position, the unit member will be paid lump sum, end of the fiscal year or completion of season.

16.5 Coaching assignments are annual appointments by the Board of Education, based on recommendations of the Superintendent.

16.6 Any Club in existence for at least two (2) years shall be brought to the School Board for formal recognition and approval. Any new activities approved by the Board of Education shall be paid on the same basis as activities of a similar nature.

ARTICLE 17 SALARY

17.1 Unit members' salary for July 1, 2021 through June 30, 2024 shall be as specified in Appendix B. Initial step placement of a new teacher on the schedule shall be at the district's discretion.

2021-22	3.5% plus \$500 Steps 15-19; plus \$1,000 Steps 20-24; plus \$1,500 Steps 25-29; plus \$2,000 Steps 30 to end of schedule
2022-23	3.5% plus \$500 on Steps 20, 25 and \$1000 on Step 30
2023-24	3.5% plus \$500 on Steps 20, 25 and \$1000 on Step 30

ARTICLE 17 SALARY (Continued)

17.1.1 Commencing July, 2022, the District will include \$500 on steps 20 and 25, and \$1,000 on step 30, and only on steps 20, 25 and 30 of the salary schedule. These longevity incentives will remain in place until such time the values are changed through mutual negotiations.

17.2 Unit members holding a Masters degree shall be paid an additional amount as outlined in Appendix B1-B3. Unit members holding a Ph.D. shall be paid an additional \$750 per year for the duration of their employment with the District.

17.3 Guidance counselors shall be paid for additional days worked before school starts and after school closes (September 1, or prior as appropriate, to school opening and school closing until June 30) at his/her daily rate of pay (1/200).

17.4 RETIREMENT INCENTIVE SALARY INCREASE

Any member of the bargaining unit who has fifteen (15) or more years of experience in the District shall be eligible for a retirement incentive. A unit member must notify the District (with a pre-signed letter of retirement), not less than five (5) months prior to their effective date of retirement with the NYS Teachers' Retirement System.

Commencing July 1, 2004, unit members meeting the above stated requirements shall receive \$60 per day for up to 200 days of unused sick leave for a maximum of \$12,000. The unit member must retire by the end of the school year in which he/she is first eligible to retire without a NYS Teachers' Retirement System penalty. For this article only the end of the school year shall be defined as August 31.

In addition and in lieu of the above rates of payment, unit members shall be paid \$100 per day for the fourteen (14) sick and personal days earned but not used during the last year of service. A unit members shall not receive more than \$100 per day for any unused days.

The payment of retirement incentive monies will be made in accordance with Article 17.6.

For unit members who retire effective July 1, 2021 or later, the District will consider a unit member's written notification of intent to retire that is received prior to five (5) months of the member's first date of eligibility under the New York State Retirement System, as timely for payment of such unused sick leave.

First Date of Eligibility to Retire	Date Letter of Intent is Due
October 1, 2021	May 1, 2021
December 31, 2021	July 31, 2021
June 30, 2022	January 30, 2022
February 15, 2023	September 15, 2022

ARTICLE 17 SALARY (Continued)

17.5 RETIREMENT LONGEVITY

In lieu of the Retirement Incentive, any member of the bargaining unit who has fifteen (15) or more years of experience in the district shall receive \$30 per day for each day of unused accumulated sick leave for up to 200 days for a maximum of \$6,000. A unit member must notify the District (with a pre-signed letter of retirement), not less than five (5) months prior to their effective date of retirement with the NYS Teachers' Retirement System.

In addition and in lieu of the above rates of payment, unit members shall be paid \$100 per day for the fourteen (14) sick and personal days earned but not used during the last year of service. A unit member shall not receive more than \$100 per day for any unused days.

The benefit provided herein should not be construed to be in addition to benefits provided in Article 17.4 above.

The payment of retirement longevity monies will be made in accordance with Article 17.6.

For unit members who retire effective July 1, 2021 or later, the District will consider a unit member's written notification of intent to retire that is received prior to five (5) months of their effective date of retirement with the NYS Teachers' Retirement System.

First Date of Eligibility to Retire	Date Letter of Intent is Due
October 1, 2021	May 1, 2021
December 31, 2021	July 31, 2021
June 30, 2022	January 30, 2022
February 15, 2023	September 15, 2022

17.6 EMPLOYER NON-ELECTIVE CONTRIBUTION TO 403(b) PLAN

17.6.1 Employer Non-Elective Contribution – Retirement Incentive - The Employer agrees to make an Employer Non-Elective Contribution to the 403(b) account of each covered employee entitled to a Retirement Incentive in accordance with Article 17.4 of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the retirement incentive outlined in Article 17.4 of the collective bargaining agreement, subject to the maximum contribution permitted under Section 415(c)(1) of the *Internal Revenue Code of 1986*, as amended, for the year in which the employee severs employment.

17.6.2 Employer Non-Elective Contribution - Leave Conversion – The Employer agrees to make an Employer Non-Elective Contribution to the 403(b) account of each covered employee entitled to a leave conversion under Article 17.5 of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the accumulated leave provision under Article 17.5 of the collective bargaining agreement, subject to the maximum contribution permitted under Section 415(c)(1) of the *Internal Revenue Code of 1986*, as amended, for the year in which the employee severs employment.

17.6.3 No Cash Option – No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-Elective Contribution(s) described herein.

ARTICLE 17 SALARY (Continued)

- 17.6.4 Contribution Limitations – In any applicable year, the maximum Employer Contribution shall not cause an employee’s 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the *Code*, as adjusted for cost-of-living increases. For Employer Non-Elective Contributions made post-employment to former employee’s 403(b) account, the Contribution Limit shall be based on the employee’s compensation, as determined under Section 403(b)(3) of the *Code*, and in any event, no Employer Non-Elective Contribution shall be made on behalf of such former employee after the fifth taxable year following the taxable year in which that employee terminated employment.

In the event that the calculation of the Employer Non-Elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limit, the Employer shall first make an Employer Non-Elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer’s Non-Elective Contribution. In no case shall the Employer Non-Elective Contribution exceed the Contribution Limit of the *Internal Revenue Code*.

- 17.6.5 403(b) Accounts – Employer Non-Elective Contributions shall be deposited with a 403(b) provider recommended by the Association and approved by the Employer, in the name of the employee.
- 17.6.6 Tier I Adjustments – Tier I members with membership dates prior to June 17, 1971, Employer Non-Elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers’ Retirement System.
- 17.6.7 This article shall be subject to the IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.
- 17.6.8 This article shall further be subject to the approval of the 403(b) Provider, which shall review the article solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*. Upon request, the 403(b) provider agrees to provide the Employer with the Employer’s standard hold harmless agreement.
- 17.6.9 Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant’s Includible Compensation.

ARTICLE 18 IN-SERVICE CREDIT

- 18.1 All unit members involved in In-Service courses request and approved by the Superintendent during summer months shall be remunerated at \$125 per day of the course.
All unit members involved in attending In-Service courses requested and approved by the Superintendent during the school year but outside of the school day shall be remunerated at \$20.84 per hour for the length of the course.

All unit members involved in presenting In-Service courses requested and approved by the Superintendent outside of the school day shall be remunerated at \$20.84 per hour for two times the length of the course.

ARTICLE 18 IN-SERVICE CREDIT (Continued)

- 18.2 Curriculum development outside of the school day will follow the following guidelines:
 - 18.2.1 Project requests will be prioritized and selected based upon need and alignment with NYS Standards/Assessments and District Long Range Strategic Plan.
 - 18.2.2 All project requests must be approved by the Building Principal and Assistant Superintendent for Curriculum and Instruction.
 - 18.2.3 Teachers designing instructional units will work closely with the Assistant Superintendent to ensure that necessary design criteria are being met consistently across the district.
 - 18.2.4 No payment shall be made until a project is completed and approved by the Assistant Superintendent of Curriculum and Instruction.
 - 18.2.5 The maximum amount of stipend for any one project is \$625.

ARTICLE 19 SUMMER SCHOOL

- 19.1 Driver Education:
For the fiscal year 2016-2017, \$404/pupil, increased as follows:

2017-2018	2.5%
2018-2019	3.0%
2019-2020	3.0%

- 19.2 Effective July 1, 2011, the District's Summer School is discontinued, with the exception of the offering of Driver Education. Should the program be reinstated, the following provisions (20.3, 20.4, 20.5 and 20.6) between the parties will be applicable.
- 19.3 Years of service shall be defined, for the purpose of a summer school salary step schedule as in-district summer school experience since 1976.
- 19.4 Summer school teaching appointments are made annually by the Board of Education, upon the recommendation of the Superintendent of Schools. No teacher shall have any vested right to summer school positions from one year to the next; nor is the District required to offer summer school employment exclusively to unit members. However, during the appointment term no summer school teacher will be disciplined or dismissed from summer school employment without just cause.
- 19.5 When a summer school teacher is unable to attend class, he/she shall notify the District which will be responsible for either arranging for a substitute or rescheduling the class.
- 19.6 Summer school teachers shall be entitled to one sick day non-accumulative, per summer session.

ARTICLE 20 EFFECTIVE DATES OF THIS AGREEMENT

- 20.1 This agreement shall be effective July 1, 2021, except as noted, and shall continue in effect through June 30, 2024.
- 20.2 The terms of the Agreement shall become enforceable upon its approval by a majority of the Association members and majority of the Board members.
- 20.3 Provisions of the Agreement may be amended by mutual consent of both parties with written evidence of said consent being presented by each party to the other.

CONDITION 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 THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Jacquelyn L. Kelly

Superintendent of Schools

10/22/2021

Date

David M. Daily

Jerrilyn Patton

GTA Union President

10/18/21

Date

Signed and sworn before me on this

22nd day of October, 2021

Tatia Z. Kennedy

Notary Public

*Subscribed and sworn to
before me this 18th day
of October, 2021*

Tatia Z. Kennedy

TATIA Z. KENNEDY
Notary Public, State of New York
No. 01KE4933135
Qualified in Jefferson County
Commission Expires 8/1/22

APPENDIX A: Classification

CLASSIFICATION A:

Deanonian
Marching Band
Musical Director #1

CLASSIFICATION B:

Art Club, 9th – 12th
FFA
Musical Director #2
Select Choir

CLASSIFICATION C:

Choreographer
Drama Club 7th & 8th
Honor Society MS
Honor Society 9th-12th
Select Strings
Stage Band
Student Council 9th-12th
Varsity Club

CLASSIFICATION D:

Advisors, Grade 11 #1
Advisors, Grade 11 #2
Advisors, Grade 12 #1
Advisors, Grade 12 #2
History Club
Key Club
OM Coordinator
Robotics
Student Council 7th & 8th
Whiz Quiz

CLASSIFICATION E:

Advisors, Grade 10 #1
Advisors, Grade 9 #1
Color Guard
Communication Club
Competitive Speaking
Costume Club
FHA 7th & 8th
Fitness Center Trainer
Freshman Academy #1
Freshman Academy #2
Hospitality Club
Marching Band Assistant #1
Marching Band Assistant #2
Math Club
MS Tech Club
Performing Arts Director
Senior High Fall Play
Tech Club
Winter Color Guard
K-Kids
Elementary Robotics

CLASSIFICATION F:

Pep Band

APPENDIX A: Classification (Continued)

CLASSIFICATION 1:

Varsity Football
Varsity Wrestling
Varsity Basketball – Boys
Varsity Basketball – Girls
Varsity Soccer – Boys
Varsity Soccer – Girls
Varsity Volleyball
Varsity Track – Boys
Varsity Track – Girls
Varsity Cross Country
Varsity Swim – Boys
Varsity Swim – Girls
Varsity Baseball
Varsity Softball
Cheerleading – Winter

Classification 2:

JV Basketball – Boys
JV Basketball – Girls
Varsity Football Assistant
JV Football
JV Wrestling
JV Soccer – Boys
JV Soccer – Girls
Golf
Varsity Indoor Track

CLASSIFICATION 3:

JV Baseball
JV Softball
JV Football Assistant
Track Assistant – Boys
Track Assistant – Girls
JV Volleyball
Cheerleading – Fall
Varsity Cross Country Assistant

CLASSIFICATION 4:

7th Basketball – Boys
8th Basketball – Boys
7th Basketball – Girls
8th Basketball – Girls
Modified Football
Modified Wrestling
Modified Soccer – Boys
Modified Soccer – Girls
Modified Boys Swim
Modified Girls Swim
Modified Baseball
Modified Boys Winter Track
Modified Girls Winter Track
Modified Volleyball
Modified Football Assistant

<u>Step</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>
1	3,398	2,789	2,173	1,563
2	3,457	2,837	2,211	1,590
3	3,508	2,878	2,243	1,613
4	3,558	2,920	2,276	1,636
5	3,611	2,963	2,310	1,660
6	3,670	3,010	2,346	1,688
7	3,732	3,062	2,387	1,716
8	3,863	3,169	2,471	1,777
9	3,938	3,228	2,520	1,812
10	4,038	3,311	2,582	1,857
11	4,200	3,441	2,687	1,932
12	4,358	3,573	2,789	2,005
13	4,521	3,706	2,893	2,078
14	4,521	3,706	2,893	2,078
15	4,901	4,018	3,134	2,255
16	4,901	4,018	3,134	2,255
17	5,279	4,329	3,380	2,429
18	5,279	4,329	3,380	2,431
19	5,658	4,641	3,621	2,603
20	5,658	4,641	3,621	2,603
21	6,039	4,951	3,864	2,780
22	6,039	4,951	3,864	2,780
23	6,153	5,046	3,937	2,832
24	6,248	5,120	3,998	2,872
25	6,248	5,120	3,998	2,872

Extracurricular - Club Salary Schedule
2021-2022

Appendix A2

<u>Step</u>	<u>Class A</u>	<u>Class B</u>	<u>Class C</u>	<u>Class D</u>	<u>Class E</u>	<u>Class F</u>
1	3,398	2,226	1,616	1,004	699	645
2	3,457	2,265	1,644	1,022	711	656
3	3,508	2,298	1,667	1,036	721	667
4	3,558	2,331	1,692	1,052	732	676
5	3,611	2,366	1,717	1,067	743	686
6	3,670	2,403	1,744	1,085	753	697
7	3,732	2,444	1,773	1,100	765	709
8	3,863	2,526	1,834	1,136	791	734
9	3,938	2,577	1,869	1,160	803	747
10	4,038	2,639	1,913	1,185	824	767
11	4,200	2,744	1,989	1,233	854	797
12	4,358	2,845	2,062	1,275	884	827
13	4,521	2,948	2,135	1,322	914	857
14	4,521	2,948	2,135	1,322	914	857
15	4,901	3,191	2,311	1,427	988	933
16	4,901	3,191	2,311	1,427	988	933
17	5,279	3,436	2,486	1,534	1,059	1,003
18	5,279	3,436	2,486	1,534	1,059	1,003
19	5,658	3,678	2,660	1,640	1,131	1,075
20	5,658	3,678	2,660	1,640	1,131	1,075
21	6,039	3,921	2,836	1,746	1,204	1,148
22	6,039	3,921	2,836	1,746	1,204	1,148
23	6,153	3,994	2,889	1,779	1,225	1,169
24	6,248	4,055	2,929	1,804	1,242	1,186
25	6,248	4,055	2,929	1,804	1,242	1,186

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	29,672	46,980	49,453	50,869	51,618	51,794	52,449	53,152	54,156
2	30,182	47,788	50,303	51,744	52,506	52,685	53,351	54,066	55,088
3	30,628	48,495	51,047	52,509	53,281	53,464	54,140	54,865	55,901
4	30,817	48,794	51,362	52,833	53,939	54,123	54,807	55,542	56,592
5	31,006	49,093	51,677	53,157	54,338	54,792	55,484	56,227	57,289
6	31,465	49,819	52,441	53,812	54,736	55,602	56,303	57,059	58,137
7	31,968	50,616	53,280	54,607	55,612	56,491	57,205	57,971	59,065
8	32,518	51,486	54,196	55,480	56,568	57,462	58,188	58,968	60,082
9	32,996	52,243	54,993	56,434	57,400	58,307	59,045	59,836	60,967
10	33,481	53,012	55,802	57,262	58,248	59,169	59,916	60,720	61,867
11	33,981	53,803	56,635	58,110	59,114	60,048	60,805	61,621	62,787
12	34,471	54,578	57,451	58,974	59,929	60,864	61,623	62,438	63,603
13	34,959	55,352	58,265	59,802	60,744	61,681	62,437	63,253	64,419
14	35,470	56,160	59,116	60,631	61,594	62,486	63,286	64,101	65,267
15	36,269	57,427	60,449	61,990	62,948	63,859	64,669	65,496	66,682
16	36,918	58,454	61,530	62,863	64,030	64,939	65,750	66,579	68,455
17	37,474	59,333	62,456	63,959	64,956	65,864	66,675	67,503	70,149
18	38,278	60,607	63,797	65,590	66,296	67,207	68,017	68,841	70,800
19	39,269	62,177	65,449	67,018	67,946	68,860	69,667	70,494	71,625
20	39,667	62,805	66,111	68,356	69,361	70,275	71,082	71,906	72,329
21	40,235	63,705	67,058	69,285	70,310	71,221	72,029	72,853	73,278
22	40,768	64,550	67,947	70,247	71,239	72,186	73,024	73,883	74,345
23	41,309	65,406	68,848	71,192	72,186	73,150	74,004	74,877	75,370
24	41,863	66,283	69,772	72,152	73,149	74,139	75,019	75,915	76,440
25	42,725	67,649	71,209	73,630	74,633	75,653	76,556	77,482	78,044
26	43,291	68,544	72,152	74,523	75,623	76,671	77,600	78,554	79,153
27	43,856	69,439	73,093	75,635	76,563	77,613	78,544	79,497	80,093
28	44,625	70,656	74,375	76,590	77,845	78,892	79,825	80,778	81,377
29	45,625	72,239	76,041	77,893	79,512	80,563	81,491	82,442	83,047
30	46,914	74,281	78,190	80,084	81,661	82,712	83,641	84,592	85,195
31	47,647	75,441	79,412	81,757	82,883	83,938	84,866	85,814	86,422
32	48,909	77,439	81,515	83,000	84,984	86,035	86,961	87,913	88,524
33					87,215		89,196		
34					89,074		91,052		
35					90,578		92,558		
36					92,085				
37					93,590				
38					94,956				
39					95,646				

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	30,191	47,802	50,318	51,759	52,521	52,700	53,367	54,082	55,104
2	30,711	48,624	51,183	52,649	53,424	53,607	54,285	55,012	56,052
3	31,238	49,461	52,064	53,555	54,343	54,529	55,218	55,959	57,016
4	31,700	50,192	52,834	54,346	55,146	55,335	56,035	56,786	57,858
5	31,896	50,502	53,160	54,682	55,827	56,018	56,726	57,486	58,572
6	32,091	50,811	53,485	55,017	56,239	56,710	57,426	58,195	59,294
7	32,566	51,563	54,277	55,695	56,652	57,548	58,274	59,056	60,172
8	33,087	52,388	55,145	56,518	57,558	58,469	59,208	60,000	61,133
9	33,656	53,288	56,093	57,422	58,548	59,473	60,224	61,032	62,185
10	34,151	54,072	56,917	58,410	59,409	60,347	61,111	61,931	63,101
11	34,653	54,867	57,755	59,267	60,286	61,240	62,013	62,846	64,032
12	35,170	55,686	58,617	60,144	61,183	62,149	62,933	63,778	64,985
13	35,677	56,488	59,462	61,038	62,026	62,994	63,780	64,624	65,829
14	36,183	57,289	60,305	61,895	62,870	63,840	64,623	65,467	66,674
15	36,711	58,126	61,185	62,753	63,750	64,673	65,501	66,344	67,551
16	37,538	59,437	62,565	64,160	65,151	66,094	66,932	67,788	69,016
17	38,210	60,499	63,683	65,063	66,271	67,212	68,051	68,909	70,851
18	38,786	61,410	64,642	66,198	67,229	68,170	69,008	69,865	72,605
19	39,618	62,728	66,030	67,886	68,616	69,559	70,398	71,250	73,278
20	40,944	64,828	68,240	69,864	70,824	71,770	72,605	73,461	74,632
21	41,055	65,004	68,425	70,748	71,788	72,734	73,570	74,422	74,861
22	41,643	65,935	69,405	71,710	72,771	73,713	74,550	75,403	75,843
23	42,195	66,809	70,325	72,705	73,733	74,713	75,579	76,469	76,947
24	42,755	67,695	71,258	73,683	74,713	75,710	76,594	77,498	78,008
25	43,628	69,078	72,714	75,177	76,209	77,234	78,145	79,072	79,616
26	44,221	70,017	73,702	76,207	77,245	78,300	79,236	80,194	80,776
27	44,806	70,944	74,678	77,132	78,269	79,355	80,316	81,303	81,923
28	45,391	71,869	75,651	78,282	79,243	80,329	81,293	82,279	82,896
29	46,187	73,130	76,979	79,271	80,569	81,653	82,619	83,605	84,225
30	47,821	75,717	79,702	81,620	83,295	84,382	85,343	86,328	86,953
31	48,556	76,881	80,927	82,886	84,519	85,607	86,568	87,553	88,177
32	49,315	78,081	82,191	84,619	85,784	86,876	87,837	88,818	89,447
33					87,959		90,005		
34					90,267		92,317		
35					92,191		94,239		
36					93,749				
37					95,308				
38					96,866				
39					98,280				
40					98,993				

Step	TA	RNA	BS	B30	30M	45M	60M	75M	90M
1	30,720	48,639	51,199	52,665	53,440	53,622	54,301	55,029	56,068
2	31,248	49,475	52,079	53,571	54,359	54,545	55,235	55,975	57,033
3	31,785	50,326	52,975	54,492	55,294	55,483	56,185	56,938	58,014
4	32,332	51,192	53,886	55,429	56,245	56,437	57,151	57,917	59,012
5	32,809	51,949	54,683	56,249	57,076	57,272	57,996	58,773	59,883
6	33,012	52,269	55,020	56,596	57,781	57,978	58,711	59,498	60,622
7	33,214	52,590	55,357	56,943	58,208	58,694	59,436	60,232	61,370
8	33,706	53,367	56,177	57,644	58,635	59,563	60,313	61,123	62,278
9	34,245	54,221	57,075	58,496	59,573	60,515	61,280	62,100	63,272
10	34,834	55,153	58,056	59,432	60,597	61,555	62,332	63,168	64,361
11	35,346	55,964	58,910	60,454	61,488	62,460	63,250	64,098	65,309
12	35,866	56,788	59,777	61,341	62,396	63,383	64,184	65,045	66,274
13	36,401	57,635	60,669	62,249	63,324	64,324	65,136	66,010	67,259
14	36,926	58,465	61,543	63,175	64,197	65,199	66,012	66,886	68,133
15	37,449	59,294	62,415	64,062	65,071	66,074	66,885	67,758	69,008
16	37,996	60,160	63,327	64,950	65,981	66,937	67,794	68,666	69,916
17	38,852	61,517	64,755	66,406	67,431	68,407	69,275	70,161	71,431
18	39,547	62,616	65,912	67,340	68,591	69,564	70,433	71,321	73,331
19	40,143	63,559	66,905	68,514	69,582	70,556	71,424	72,311	75,146
20	41,305	65,399	68,841	70,762	71,518	72,494	73,362	74,244	76,343
21	42,377	67,097	70,628	72,309	73,303	74,282	75,147	76,032	77,244
22	42,492	67,279	70,820	73,224	74,301	75,280	76,145	77,027	77,481
23	43,101	68,242	71,834	74,220	75,318	76,293	77,159	78,042	78,497
24	43,672	69,148	72,786	75,250	76,313	77,328	78,225	79,145	79,641
25	44,551	70,539	74,252	76,762	77,828	78,860	79,775	80,710	81,238
26	45,155	71,496	75,259	77,809	78,876	79,937	80,880	81,840	82,402
27	45,769	72,467	76,281	78,874	79,949	81,041	82,009	83,001	83,603
28	46,375	73,427	77,291	79,831	81,009	82,132	83,128	84,149	84,791
29	46,979	74,385	78,299	81,022	82,017	83,141	84,139	85,159	85,797
30	48,404	76,639	80,673	83,045	84,389	85,511	86,510	87,531	88,173
31	49,495	78,367	82,492	84,476	86,210	87,336	88,330	89,349	89,997
32	50,256	79,572	83,760	85,787	87,477	88,604	89,598	90,617	91,263
33					88,787		90,911		
34					91,037		93,155		
35					93,427		95,549		
36					95,418				
37					97,030				
38					98,644				
39					100,256				
40					101,720				
41					102,458				