

ARTICLE 2. RECOGNITION

The Board of Education, in order to recognize a teacher organization as exclusive representative and bargaining agent of teaching personnel, including teaching assistants 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 7. INSURANCE PLANS

7.1 HEALTH INSURANCE – The St. Lawrence-Lewis School Employees Medical Plan, as modified by Rider 9, 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:

2014-15	7.0%
2015-16	7.5%
2016-17	8.0%

Retired members must be on Step 20 of the salary schedule and have five (5) years of service with the District. 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). To qualify for this benefit, at least 75% of the years of service credit must be in the GTA. Teaching Assistants transferring from the GSRPU as of July 1, 2015 (See Appendix E) must have accumulated twenty (20) years of service credit with the district to be eligible for the benefit of health insurance as a retiree. 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 retirement 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. Spouses and 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.

ARTICLE 8. CONDITIONS OF EMPLOYMENT

8.8.4 Teaching Assistant Evaluations

Each required evaluation shall address the following topics:

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

A. Category 1 – First Year Probationary Teaching Assistants:

1. All first year probationary teaching assistants shall be formally evaluated at least twice prior to the completion of the teaching assistant's first semester, preferably before Christmas recess.
2. Any teaching assistant 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 teaching assistant 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 may be conducted.

B. Category 2 – Second and Third Year Probationary Teaching Assistants:

All second and third year probationary teaching assistants shall receive a minimum of one (1) formal evaluation during the first semester of each school year. Should a teaching assistant in this category be identified by the administration as performing in 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 teaching assistant in Category 1 above. Should a teaching assistant's continuation from the previous school year be considered "marginal" by the district (i.e., the teaching assistant's employment was continued, but with reservations), then he/she shall be treated as in Category 1.

C. Category 3 – Tenured Teaching Assistants:

All tenured teaching assistants shall receive a minimum of one formal evaluation every year. This evaluation will take place prior to May 1st

ARTICLE 17. SALARY

17.1.1 Teaching Assistant's salary for 2015 through 2017 shall be as specified as 50% of the GTA BS Schedule. Level I Teaching Assistants transfer to 50% of Step 1 and Level 2 Teaching Assistants transfer to 50% of Step 2 for the 2015-16 school year. For the 2016-17 school year, each unit member will advance a step. Initial step placement of a new teaching assistant on the schedule shall be at the district's discretion.

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 nine (9) 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 (\$30 per day for teaching assistants) for up to 200 days of unused sick leave for a maximum of \$12,000 (\$6,000 for teaching assistant). 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 (\$50 per day for teaching assistant) 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 (\$50 per day for teaching assistant) for any unused days.

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

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 (\$15 per day for teaching assistant) for each day of unused accumulated sick leave for up to 200 days for a maximum of \$6,000 (\$3,000 for teaching assistant). A unit member must notify the District (with a pre-signed letter of retirement), not less than nine (9) 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 (\$50 per day for teaching assistant) 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 (\$50 per day for teaching assistant) for any unused days.

The benefits 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.

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.

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.

ARTICLE 17. SALARY (Continued)

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 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 farther 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.

Superintendent of Schools

GTA Union President

Date

Date

Signed and sworn before me on this _____ day of

_____, 2015.

Notary Public

Coaching Salaries 2015-2016

<u>Step</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>
1	3,195	2,621	2,043	1,469
2	3,246	2,663	2,076	1,493
3	3,302	2,709	2,112	1,519
4	3,418	2,804	2,185	1,572
5	3,485	2,856	2,230	1,603
6	3,571	2,929	2,285	1,642
7	3,716	3,045	2,377	1,710
8	3,857	3,161	2,467	1,774
9	4,000	3,279	2,558	1,839
10	4,000	3,279	2,558	1,839
11	4,335	3,554	2,773	1,995
12	4,335	3,554	2,773	1,995
13	4,670	3,830	2,990	2,149
14	4,670	3,830	2,990	2,150
15	5,005	4,106	3,204	2,303
16	5,005	4,106	3,204	2,303
17	5,343	4,380	3,419	2,459
18	5,343	4,380	3,419	2,459
19	5,444	4,464	3,484	2,505
20	5,528	4,530	3,537	2,541
21	5,528	4,530	3,537	2,541

Club Salaries 2015-2016

<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	3,195	2,093	1,519	944	657	607
2	3,246	2,126	1,543	959	667	617
3	3,302	2,162	1,569	974	677	627
4	3,418	2,235	1,622	1,006	700	650
5	3,485	2,280	1,653	1,026	711	661
6	3,571	2,335	1,692	1,049	729	679
7	3,716	2,427	1,760	1,090	755	705
8	3,857	2,517	1,824	1,128	782	732
9	4,000	2,608	1,889	1,169	809	759
10	4,000	2,608	1,889	1,169	809	759
11	4,335	2,823	2,045	1,263	875	825
12	4,335	2,823	2,045	1,263	875	825
13	4,670	3,040	2,199	1,357	937	887
14	4,670	3,040	2,200	1,357	937	887
15	5,005	3,254	2,353	1,451	1,001	951
16	5,005	3,254	2,353	1,451	1,001	951
17	5,343	3,469	2,509	1,545	1,065	1,015
18	5,343	3,469	2,509	1,545	1,065	1,015
19	5,444	3,534	2,555	1,574	1,084	1,034
20	5,528	3,587	2,591	1,596	1,099	1,049
21	5,528	3,587	2,591	1,596	1,099	1,049

GCSD CLUB CLASSIFICATIONS

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
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 7&8
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

CLASSIFICATION F:

Pep Band