

AGREEMENT

between

NORTH SHORE CENTRAL SCHOOL DISTRICT

and

THE NORTH SHORE SCHOOLS ADMINISTRATORS' COUNCIL

July 1, 2023 through June 30, 2027

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AGREEMENT made and entered by and between the NORTH SHORE CENTRAL SCHOOL DISTRICT (hereinafter referred to as the "District") and THE NORTH SHORE SCHOOLS ADMINISTRATORS' COUNCIL (hereinafter referred to as the "Council").

ARTICLE I - RECOGNITION

The District recognizes the Council as the exclusive bargaining agent for all Principals, Assistant Principals, Directors, and Assistant Directors employed by the District. The bargaining unit shall also include Teacher Leaders, whose work year, duties, supervision, and salaries are set forth separately in Appendix C attached hereto. The above recognition shall continue for the maximum period permissible by law.

ARTICLE II - LEAVES OF ABSENCE

A. Unpaid Leave of Absence

A leave of absence without compensation is designed to enable a member of the unit to engage in professional and personal activities outside the provisions and limitations of other leave policies.

1. Qualification and Time Limit

A leave of absence may be granted for a period of up to two (2) years with the approval of the Superintendent and the Board. A member of the unit may qualify for a leave of absence after serving a minimum of five (5) consecutive years as a member of the unit. Extensions beyond a two (2) year period may also be approved.

Such leaves shall commence at the end of a school year and terminate at the beginning of a school year. These requirements may be waived by the Superintendent where justified.

2. Conditions

Upon return from such leave, such member shall be paid the salary he/she was receiving when he/she left the District, plus any negotiated increases.

3. Activities

The following activities are considered appropriate for a leave of absence:

- a. The alleviation of hardship involving the individual or his/her immediate family.
- b. Full-time participation in professional association activities.
- c. Child rearing.

4. Application Procedure

A member of the unit shall file a written notice of intent with the Superintendent at least three (3) months prior to the end of the school year which precedes the school year in which the member of the unit would normally return.

All applications for Unpaid Leave to commence on July 1st shall be filed no later than April 15th.

Such time limitations for application may be waived by the Superintendent for good and sufficient reasons.

a. Action on Request for Leave

A written reply to a request for Unpaid Leave will be sent to the applicant not later than thirty (30) days after the application is filed. Hardship cases will be considered on an individual basis.

B. Sick Leave or Personal Illness

In cases of extended illness (one month or more), the District will continue to make full salary payments until the member of the unit becomes eligible for the benefits of the disability insurance as set forth in this Agreement.

C. Personal Business Leave

For absences due to personal business, two (2) days' leave without loss of pay shall be allowed annually. No more than one (1) member of the unit may be absent at one time without the approval of the Superintendent.

The request for personal business leave shall be filed with the Superintendent one (1) week in advance of the anticipated absence, except in emergency. Personal

business leave shall be used to conduct matters which may only be handled during working hours.

D. Emergency Leave

A maximum of five (5) days with pay shall be granted for serious illness or death in the immediate family or involving the administrator's domestic partner (the definition of domestic partner is as set forth in the New York State Government Employees Health Insurance Plan). Extensions for reasonable cause, or leave for relatives other than those in the immediate family may be granted with pay at the discretion of the Superintendent. If the Superintendent feels that reasons do not warrant extensions with pay, he/she may, at his/her discretion, grant such leaves without pay. Requests for extensions shall be in writing or by e-mail. The Board may require confirmation of the reasons for each such leave.

E. Approved Absences

Absence shall be approved with no loss of pay for the following purposes:

1. Jury Duty. Jury service fee received shall be reimbursed to the District.
2. Court appearance or other official proceeding, where the member of the unit is subpoenaed or ordered to appear as a defendant in suit.

The member of the unit shall notify the Superintendent and present his/her jury notice, subpoena or court order to the Superintendent as soon as reasonably possible after its receipt and shall give the Superintendent due notice of the termination of his/her service or appearance.

F. Birth/Adoption Leave- Principals, Assistant Principals, Directors, Assistant Directors

Beginning June 17, 2021, the Board of Education shall provide leave with full salary without charge to leave credits for the purpose of bonding with a child immediately following the birth or adoption of a child. Such leave shall be not more than 20 workdays for each child, and shall be subject to the following conditions:

The leave shall be contiguous to birth/adoption.

The leave shall run concurrently with Family and Medical Leave, if applicable.

Leave for multiple births (twins, etc.) and multiple adoptions (at the same time) shall not be for more than 20 workdays.

For births/adoptions that occur anytime other than during the summer recess:

In the event that any leave day(s) are adjacent to any school holiday or closure, the days of closure shall not count as part of the 20 leave days (e.g., a teacher whose child is born 10 days before a school recess other than summer recess may take the remaining 10 days of birth/adoption bonding leave during the 10 workdays immediately following the recess).

In the event that birth or adoption occurs during a school recess or closure (other than summer recess), the 20 workdays for birth/adoption bonding shall commence on the first day that schools are in session following the recess or closure.

For births/adoptions during the summer recess:

In the event that a birth or adoption occurs during the summer, the leave shall extend to any school day(s) within the first 20 business days, based on the 12-month employee calendar, contiguous with birth/adoption (e.g., a teacher whose child is born or adopted 10 business days prior to the start of the school year shall be entitled to 10 days of leave at the start of the school year).¹

Unit members shall not generally be eligible for both this benefit and the benefit provided in Article XV.C.2; provided, however, that in the case of an extenuating medical disability due to pregnancy or childbirth complications, the unit member may apply in writing to the Superintendent to utilize both the 20 days of birth/adoption leave and leave under Article XV.C.2. Requests to use both the birth/adoption leave and the Article XV.C.2 benefit must be supported by medical documentation subject to review by the District's physician. The Superintendent shall have sole discretion to grant or deny the combination of birth/adoption leave and leave under Article XV.C.2. Such determination shall not be subject to the grievance procedure.

When applicable, unit members shall indicate in writing to the District whether they are electing birth/adoption bonding leave or leave for extended illness as described in Article XV.C.2 within 20 school days of the return to work.

¹ To calculate bonding leave, the following formula shall be used:

-Refer to the work calendar for 12-month District employees

-Count 20 business days beginning with the day immediately after the date of birth or adoption

-Of those 20 business days, only days which are teacher workdays will be allowed as paid bonding days. (e.g., a teacher whose child is born or adopted 10 business days prior to the start of the school year shall be entitled to 10 bonding leave days at the start of the school year).

ARTICLE III - INSURANCE

A. Health Insurance

The group health insurance plan in effect as of June 30, 2008, which is the New York State Health Insurance Program ("NYSHIP"), shall be continued. The Board shall pay eighty percent (80%) of the premiums therefor.

A member of the unit who retires under the State Retirement System after at least ten (10) years of employment in the District shall continue to be covered by the District health insurance program as though he/she were still in the employ of the District. During retirement, the District shall continue to pay the same percentage of the premium that it had paid in the unit member's last year of employment.

B. Life Insurance

The District shall provide a Group Term Life Insurance Plan providing life insurance equivalent to one year's salary plus an additional \$50,000, the premium of which shall be paid by the District. The District will attempt to secure a carrier who will continue all or part of such coverage into retirement provided the premiums for such coverage will be paid by the retiree.

C. Disability Insurance

The District shall provide a long-term disability insurance plan providing a benefit of 66 2/3% of an individual Administrator's gross monthly salary, continuing to age 65, subject to a 180-day waiting period.

D. Dental Insurance

The District shall pay an amount of money per participant necessary to provide dental insurance coverage comparable to that provided to the North Shore Teachers. This may be accomplished through the administrators' participation in the teachers' plan.

E. "Flex 125" Plan

The District shall provide a "Flex 125" Plan, through which unit members may elect to pay their share of the costs of health insurance pursuant to Section A of this Article and dental insurance pursuant to Section D of this Article.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Definition

The term "grievance" shall mean that in an administrator's opinion there has been a violation, misinterpretation or inequitable application of a specific provision of this Agreement, existing rules, procedures, regulations, administrative orders, work rules or the provisions of his/her employment. The term "grievance" shall also mean that in an employee's opinion he/she has been treated unfairly or inequitably as determined by established policy governing or affecting employees.

B. Informal Stage

The aggrieved employee shall present his/her alleged grievance orally to the appropriate Assistant Superintendent who shall informally discuss the matter with that individual. The Assistant Superintendent will render his/her determination to the aggrieved employee within three (3) working days after the grievance has been presented to him/her. If the alleged grievance is not satisfactorily resolved at this stage, the aggrieved administrator may proceed to the formal stages.

C. Formal Stage I

1. The aggrieved employee shall provide a written statement to the Assistant Superintendent. This must be done within five (5) working days after the informal stage and should set forth the specific nature of the grievance, the facts relating thereto, and the determination being reviewed.
2. The Assistant Superintendent shall notify the aggrieved employee of the hour and place when a hearing will be held, at which time he/she may appear and present oral and written statements in support of his/her case. Such a hearing will be scheduled within five (5) working days of receiving the written application.
3. The Assistant Superintendent shall render his/her written determination to the aggrieved employee within ten (10) working days after the close of the hearing, pursuant to paragraph "B."
4. If the grievance is not satisfactorily resolved at this stage, the aggrieved employee may proceed to Formal Stage II.

D. Formal Stage II

1. The aggrieved employee shall make a written request to the Superintendent. This must be done within five (5) working days after receiving the response at Formal Stage I and should set forth the specific nature of the grievance, the facts relating thereto, and the determination sought to be reviewed.

2. The Superintendent shall notify the aggrieved employee of the hour and place when a hearing will be held, at which time he/she may appear and present oral and written statements in support of his/her case. Such a hearing will be scheduled within five (5) working days of receiving the written application.
3. The Superintendent shall render his/her written determination to the aggrieved employee within ten (10) working days after the close of the hearing pursuant to paragraph "2."
4. If the grievance is not satisfactorily resolved at this stage, the aggrieved employee may proceed to Formal Stage III.

E. Formal Stage III

1. The aggrieved employee shall make a written request to the Board of Education for review of the determination. The aggrieved employee shall inform the Superintendent of his/her decision to proceed to this stage. This shall be done within five (5) working days of the determination of Formal Stage II.
2. Within five (5) working days, the Board shall notify all parties of the hour and place of a hearing. Such a hearing shall be scheduled within ten (10) working days of the written application. This hearing shall be closed unless all parties agree otherwise. All parties concerned shall be present at such hearing and shall have the right to present further statements supplementing their positions. The Board may act on a quorum and the majority vote or determination of the quorum shall be deemed the determination of the Board.
3. The Board shall render its written determination within twenty (20) working days after the close of the hearing.

ARTICLE V - ACCESS TO PERSONNEL FILE

- A. All written material concerning an employee's employment and performance shall be maintained in a personnel file or folder located in the Central Administration Office.
- B. All adversely critical material shall be placed in the personnel file or folder only after written notice thereof is given to the administrator, who shall have a reasonable opportunity to examine the material. Upon his/her examination, the administrator shall be required to affix his/her signature to the material which shall indicate only that he/she has examined the material. At his/her option, at the time of the examination, or at any time thereafter, the administrator may comment in writing concerning the material. Such writing shall be annexed to the material. If the administrator does not examine, sign or comment on the material within a reasonable period, it may be placed in the file or folder and he/she shall be permitted to do so at a

later time. A copy of written evaluations shall be given to the administrator, signed by the Superintendent. The administrator shall thereafter have the right to comment in writing as to the evaluation. Such comment shall be annexed to the filed evaluations.

- C. All administrators shall be entitled to examine their personnel files or folders provided that they have presented a request to do so to the Superintendent three (3) working days prior to the date upon which examination is to take place. All material, except pre-employment recommendations or university transcripts, shall be available to the administrator.

ARTICLE VI - WORKING SCHEDULE AND COMPENSATION

- A. The work year shall commence on July 1st, and end on June 30th•
- B. Unit Members will not be required to work during the Christmas Recess.
- C. Each elementary school Principal shall be entitled to twenty-eight (28) working days' vacation during the summer. He/she will receive an additional ten (10) working days during the school year. Each secondary school Principal and Assistant Principal will receive nineteen (19) working days' vacation during the summer and an additional ten (10) working days during the school year. Vacations during the school year are to be taken when school is not in session and must have the approval of the Superintendent.

Paid vacation for Directors will be granted in the amount of twenty-four (24) days, exclusive of weekends and designated holidays, and will normally occur during the periods when regular school is not in session. Such days are to have the approval of the Superintendent.

Each member of the unit shall be entitled to holidays as listed in Appendix "A."

- D. In the event that any member of the unit should be recalled or required to work during a scheduled vacation period, he/she shall be compensated for such time by being granted equal time off (one day for each day worked). Such times will be mutually agreed upon by the member affected and the Superintendent, and all arrangements shall be committed to writing.
- E. Graded Salary Plan

1. Purpose of Article

The purpose of this Plan is to provide a basis for the compensation and payment of salaries for members. The calculation and computation of all unit member salaries shall be governed in accordance with the procedures set forth in this Article.

2. Graded Salary Plan

The parties agree that salaries shall be graded in accordance with the salary ranges annexed hereto as Appendix B.

Effective July 1, 2012, the salaries of current unit members shall be calculated as set forth below. Administrators employed subsequent to the date of execution of this Agreement shall be placed into their respective range at the hiring salary established by the Board, not to be lower than the minimum of the range, nor higher than the maximum of the range.

The minimum and maximum salaries of the salary ranges contained in Appendix B shall be applied towards and used for hiring purposes only and shall in no way limit or establish the maximum salaries that may be earned by unit members after their initial appointment.

3. Salary Determination

- a. 2023-2024: Each unit member's salary shall be increased by 1.75% effective July 1, 2023.
- b. 2024-2025: Each unit member's salary shall be increased by 1.5% effective July 1, 2024.
- c. 2025-2026: Each unit member's salary shall be increased by 1% effective July 1, 2025.
- d. 2026-2027: Each unit member's salary shall be increased by .75% effective July 1, 2026

4. Service Increment (applied annually after calculation of the Across-the-board salary determination and added to it):

- a. The service increment will be 1.75% for those unit members whose salaries fall below the midpoint of the range for their position; and 1.5% for those unit members whose salaries fall above the midpoint of the range for their position.

The parties agree that the above service increment will be applied annually after calculation of the across-the-board determination, if any, as set forth in Article VI(D)(3).

b. Service increment may be withheld based upon the following procedures:

- (i) The Administrator receives an unsatisfactory or ineffective performance rating in the Annual Performance Appraisal; and
- (ii) By October 1 of the following school year, the District will provide the Administrator with a written Professional Improvement Plan ("PIP"). For building principals, the written Professional Improvement Plan shall be subject to the provisions and requirements of Education Law §3012-c and

§3012-d and be provided and implemented no later than ten (10) school days from the opening of classes in the following school year; and

- (iii) The Administrator's supervisor shall meet with the Administrator no later than December 15 and March 15, unless specified otherwise in the PIP plan submitted pursuant to Education Law §3012-c and §3012-d, to review the Administrator's performance. If the performance is still deemed unsatisfactory or ineffective, whichever is applicable, the Administrator will receive written notice of same; and
- (iv) If the Annual Performance Appraisal is still unsatisfactory or ineffective, the Administrator's increment may be withheld in the subsequent school year.

5. Career Level Increase

A unit member will receive an increase raising a unit member's salary to the midpoint of the salary range if the unit member's salary (after applying the across-the-board and service increment raises) is below the 50th percentile of the salary range, subject to review and approval of the Superintendent (or his/her designee), according to the criteria set forth below. This will occur at the beginning of the 5th year of service to the District as an administrator.

A unit member will receive an increase raising a unit member's salary to the 60th percentile of the salary range if the unit member's salary (after applying the across-the-board and service increment raises) is below the midpoint, subject to review and approval of the Superintendent (or his/her designee), according to the criteria set forth below. This will occur at the beginning of the 10th year of service to the District as an administrator.

A unit member will receive an increase raising a unit member's salary to the 75th percentile of the salary range if the unit member's salary (after applying the across-the-board and service increment raises) is below the 75th percentile of the salary range, subject to review and approval of the Superintendent (or his/her designee), according to the criteria set forth below. This will occur at the beginning of the 15th year of service to the District as an administrator.

Movement to the Career Level Salary will be a performance-based decision subject to: The candidate's career level portfolio will reflect evidence of performance in the four categories listed in the Annual Performance Appraisal.

The portfolio will be submitted to the Superintendent by March 15. Should any of the defined criteria not have been satisfactorily met, the portfolio may be

resubmitted by June 15 for a July 1 career adjustment reconsideration.

6. There shall be an overall 9% cap on any one-year increase from the previous year's salary (excluding adjustments or stipends for extra responsibilities). Any sums exceeding 9% will be carried over to the next fiscal year and become part of the employee's base salary on which the following year's wage adjustments will be applied, subject again to an overall 9% cap.

7. Longevity

- a. Effective July 1, 2016, a longevity payment in the amount of one thousand five hundred dollars (\$1500) shall be provided annually to unit members on the first day of the unit member's eighth (8th) year of unit service as an administrator of the North Shore Central School District. For example, on the first day of a unit member's eighth (8th) year of unit service as an administrator of the District the unit member will receive \$1500. This \$1500 stipend will continue to be paid each year until completion of eleven (11) years of service, at which time the then stipend of \$1500 will be increased by \$500 to \$2000 on the first day of the twelfth (12th) year of service to the District. In order for a unit member to receive the foregoing longevity stipend, the unit member must receive a satisfactory evaluation during the unit member's seventh (7th) year of employment with the District. However if the unit member receives an unsatisfactory evaluation in his/her seventh (7th) year but receives a satisfactory evaluation in his/her eighth (8th) year of employment with the District, or not until thereafter during the ninth (9th) or tenth (10th) year of employment with the District, the unit member will be paid the \$1500 stipend that following year, but such stipend payment will not be retroactive. It will be paid on the first day of the school year following achievement of a satisfactory evaluation.
- b. Effective July 1, 2016, a stipend in the amount of two thousand dollars (\$2000) shall be provided annually to unit members on the first day of the unit member's twelfth (12th) year of service as an administrator of the North Shore Central School District. For example, on the first day of the unit member's twelfth (12th) year of service as an administrator of the District the unit member will receive \$2000. This \$2000 stipend will continue to be paid each year until completion of fifteen (5) years of service, at which time the then stipend of \$2000 will be increased by \$500 to \$2500 on the first day of the sixteenth (16th) year of service to the District. In order for a unit member to receive the foregoing longevity stipend, the unit member must receive a satisfactory evaluation in the unit member's eleventh (11th) year of employment with the District. However, if the unit member receives an unsatisfactory evaluation in his/her eleventh (11th) year but receives a satisfactory evaluation in his/her twelfth (12th) year of employment with the District, or not until thereafter during the thirteenth (13th) or fourteenth (14th) year of employment with the District, the unit member will be paid the \$2000 stipend but such stipend

payment will not be retroactive. It will be paid on the first day of the school year following achievement of a satisfactory evaluation.

- c. Effective July 1, 2016, a stipend in the amount of two thousand five hundred dollars (\$2500) shall be provided annually to unit members on the first day of the unit member's sixteenth (16th) year of service, and each year thereafter, as an administrator of the North Shore Central School District. In order for a unit member to receive the foregoing longevity stipend, the unit member must receive a satisfactory evaluation in the unit member's fifteenth (15th) year of employment with the District. However, if the unit member receives an unsatisfactory evaluation in his/her fifteenth (15th) year but receives a satisfactory evaluation in his/her sixteenth (16th) year of employment with the District, or not until thereafter, the unit member will be paid the \$2500 stipend, in that following year, but such stipend payment will not be retroactive. It will be paid on the first day of the school year following achievement of a satisfactory evaluation.

ARTICLE VII- NEGOTIATION PROCEDURES

- A. Negotiations may be initiated upon the written request of the District or the Council. Such request shall be made no earlier than February 1st.
- B. Within thirty (30) days of the receipt of the written request for negotiation, the parties shall arrange a meeting of the respective negotiations committees. The committees shall continue to meet at mutually agreeable times until agreements have been reached with regard to all items in the subject matter to be negotiated or until an impasse has been declared.

ARTICLE VIII-ADMINISTRATIVE AND SUPERVISORY RESPONSIBILITIES

Members of the Council exercise administrative and supervisory responsibilities for the staff in their schools; therefore, the Superintendent and Board will call upon members of the Council for their views and for their participation as advisors in negotiations in all matters that affect these responsibilities. Neither the Superintendent nor the Board shall cite the response of the Council members to such requests as the basis for a claim of managerial status.

ARTICLE IX - PROFESSIONAL DEVELOPMENT FUND

The District shall make available up to \$6,000 in each school year covered by the Agreement, noncumulative, to reimburse members of the unit for participating in professional development programs. Participation and reimbursement for programs under this Article are at the discretion of the Superintendent and must be approved in writing by the Superintendent.

ARTICLE X – FILLING OF VACANCIES

The District shall consult with representatives of the Council concerning the salary and working conditions for an administrator filling a vacancy within the bargaining unit.

ARTICLE XI - APPOINTMENTS, PROBATION AND TENURE

Probationary members of the unit shall be notified on or before April 15th as to whether they will be reappointed for the following school year, unless April 15th falls during a school vacation period, in which case the probationary employee shall be notified by the last day preceding the vacation.

ARTICLE XII - DURATION

This Agreement shall be effective as of July 1, 2023 and shall continue in effect through June 30, 2027.


ARTICLE XIII - REOPENING CLAUSE

In the event that the New York State Legislature enacts into law a statute establishing "caps" on school budgets, or on tax levies for school districts, or in any way imposes a statutory limit on any increases in the annual budgets or tax levies of school districts, and in the further event that such legislation becomes law, then either party may thereupon demand the initiation of reopener negotiations respecting the salary and health insurance provisions contained in this Agreement.

ARTICLE XIV -TAYLOR LAW NOTICE § 204-a

IT IS AGREED BY AND BETWEEN THE PARTIES, IN ACCORDANCE WITH ARTICLE 14, § 204-a OF THE TAYLOR LAW, 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.

THE NORTH SHORE SCHOOLS
ADMINISTRATORS' COUNCIL

By: 
Bridget Finder, President

BOARD OF EDUCATION
NORTH SHORE CENTRAL
SCHOOL DISTRICT

By: 
Dr. Andrea Macari, President

APPENDIX A-1
NORTH SHORE SCHOOLS
CIVIL SERVICE HOLIDAY CALENDAR- 2023-2024
SECRETARIAL UNIT

Tuesday - July 4, 2023	Independence Day
Monday - September 4, 2023	Labor Day
Monday - October 9, 2023	Columbus Day
Friday - November 10, 2023	Veteran's Day
Wednesday - November 22, 2023	Day before Thanksgiving
Thursday - November 23, 2023	Thanksgiving Day
Friday - November 24, 2023	Day after Thanksgiving
Monday - January 15, 2024	Martin Luther King Jr. Day
Monday - February 19, 2024	President's Day
Thursday – March 28, 2024	Holy Thursday
Friday – March 29, 2024	Good Friday
Monday - May 27, 2024	Memorial Day
Wednesday – June 19, 2024	Juneteenth/Emancipation Day

Note: The actual school calendar/days designated for the observance of the listed holidays will be adjusted for each year of the agreement.

05/09/23
/ls

APPENDIX A-2

NORTH SHORE SCHOOLS

CIVIL SERVICE HOLIDAY CALENDAR- 2024-2025

SECRETARIAL UNIT

Thursday - July 4, 2024	Independence Day
Monday – September 2, 2024	Labor Day
Friday – October 4, 2024	Rosh Hashanah
Monday - October 14, 2024	Columbus Day
Monday - November 11, 2024	Veteran’s Day
Wednesday - November 27, 2024	Day before Thanksgiving
Thursday - November 28, 2024	Thanksgiving Day
Friday - November 29, 2024	Day after Thanksgiving
Monday - January 20, 2025	Martin Luther King Jr. Day
Monday - February 17, 2025	President’s Day
Friday – April 18, 2025	Good Friday
Monday - May 26, 2025	Memorial Day
Thursday – June 19, 2025	Juneteenth

Note: The actual school calendar/days designated for the observance of the listed holidays will be adjusted for each year of the agreement.

**03/22/24
/ls**

APPENDIX B

2023-24 RANGES- 1.75% Across the Board					
			60th	75th	
	Minimum	Midpoint	Percentile	Percentile	Maximum
High School Principal	174,420	193,277	197,049	202,705	212,132
Middle School Principal	167,441	186,364	190,149	195,827	205,289
Elementary School Principal	160,465	179,455	183,253	188,950	198,445
Director	160,465	179,455	183,253	188,950	198,445
CA	139,536	158,728	162,566	168,322	177,919
Teacher Leaders	133,350	151,691	155,357	160,861	170,030
High School Assistant Principal	153,489	172,547	176,356	182,075	191,603
Middle School Assistant Principal	150,702	169,782	173,599	179,324	188,864
Elem Sch AP/Asst Director	142,328	161,490	165,323	171,073	180,654

2024-25 RANGES-1.50% Across the Board					
			60th	75th	
	Minimum	Midpoint	Percentile	Percentile	Maximum
High School Principal	177,036	196,176	200,005	205,746	215,314
Middle School Principal	169,952	189,160	193,002	198,764	208,368
Elementary School Principal	162,872	182,147	186,002	191,784	201,422
Director	162,872	182,147	186,002	191,784	201,422
CA	141,629	161,109	165,004	170,847	180,588
Teacher Leaders	135,351	153,966	157,687	163,274	172,581
High School Assistant Principal	155,791	175,135	179,001	184,806	194,477
Middle School Assistant Principal	152,962	172,329	176,203	182,014	191,697
Elem Sch AP/Asst Director	144,463	163,913	167,803	173,639	183,364

2025-26 RANGES-1.00% Across the Board					
			60th	75th	
	Minimum	Midpoint	Percentile	Percentile	Maximum
High School Principal	178,807	198,138	202,005	207,803	217,468
Middle School Principal	171,652	191,051	194,932	200,752	210,452
Elementary School Principal	164,501	183,969	187,862	193,702	203,436
Director	164,501	183,969	187,862	193,702	203,436
CA	143,045	162,720	166,655	172,555	182,394
Teacher Leaders	136,704	155,506	159,264	164,906	174,307
High School Assistant Principal	157,349	176,886	180,792	186,654	196,422
Middle School Assistant Principal	154,492	174,052	177,965	183,834	193,614
Elem Sch AP/Asst Director	145,907	165,552	169,481	175,376	185,198

2026-27 RANGES-.75% Across the Board					
			60th	75th	
	Minimum	Midpoint	Percentile	Percentile	Maximum
High School Principal	180,148	199,624	203,520	209,362	219,099
Middle School Principal	172,939	192,484	196,394	202,258	212,030
Elementary School Principal	165,734	185,349	189,271	195,155	204,962
Director	165,734	185,349	189,271	195,155	204,962
CA	144,118	163,940	167,904	173,849	183,762
Teacher Leaders	137,730	156,672	160,459	166,143	175,614
High School Assistant Principal	158,529	178,213	182,147	188,054	197,895
Middle School Assistant Principal	155,651	175,357	179,299	185,213	195,066
Elem Sch AP/Asst Director	147,002	166,794	170,752	176,691	186,587

APPENDIX C

Teacher Leaders

On June 19, 2014, the Superintendent of *Schools* and the Union President, agreed to accretion of a newly created position entitled "Teacher Leadee' to the North Shore Schools Administrators' Council bargaining unit.

The Board of Education agreed to the creation of the administrative positions of Teacher Leader, Mathematics 9-12; Teacher Leader, Science 9-12; Teacher Leader, English 9-12; Teacher Leader, Social Studies 9-12; Teacher Leader, Stem 6-8; and Teacher Leader, Humanities 6-8. Persons appointed to the position shall possess appropriate administrative certification and teacher certification.

Except as otherwise set forth in this Appendix, the terms and provisions of this labor contract shall apply to Teacher Leaders.

1. Work Year: The Teacher Leader work year shall be the teacher work year plus twelve (12) days in the summer. Unless subsequently modified in the discretion of the Superintendent, the work days in the summer will include five (5) days following the last day of high school graduation, five (5) days prior to the opening of school, and two (2) days for the administrative retreat. The five days following and preceding the student year may be flexibly scheduled subject to the approval of the building principals. Should Teacher Leaders be required by the Principal or Central Office Administration to work beyond their allotted 12 days during the summer, they will be compensated on a per diem basis for these additional work days. Upon approval of the Superintendent, any additional days a Teacher Leader works beyond the 12 summer days will be paid on a per diem basis. Teacher Leaders shall be available up to five (5) additional days in the summer as requested by the Superintendent of Schools, and shall be paid at a per diem rate based upon the individual's annual salary.
2. Salary: The following formula was used in calculating the salary range for the position of Teacher Leaders. The Curriculum Advisor schedule consisted of teacher work year, plus 21 days for a total work year of 203 work days. The Teacher Leader position consists of the teacher work year plus 12 days for a total of 194 days. Utilizing the Curriculum Advisor range listed in the contract and the number of work years, the following

shall be the salary ranges for the position of Teacher Leaders for the 2016-2017 school year.

Minimum	Mid	60%	75%	Maximum
\$123,464	\$140,447	\$143,841	\$148,936	\$157,427

3. Supervision: Teacher Leaders will report to and be supervised by the building principal. In addition, they will work with the Assistant Superintendent for Instruction for purposes of 6-12 curriculum articulation.

4. Duties:

- Observations and Evaluations of Department Members.
- Ongoing teacher coaching in classrooms.
- Ordering and distribution of materials and supplies for the department.
- Support of Building Principals' goals and vision for high quality, rigorous content mastery, curriculum, instruction and assessment.
- Plan and conduct department meetings as needed.
- Plan and conduct grade level meetings as needed.
- Work with and support teachers in preparing for Back to School Night.
- Required attendance at:
 - Back to School Night
 - HS Curriculum Night (HSLT)
 - Grade 9 Parent Orientation (HSLT)
 - Grade 6 Parent Orientation (MSTL)
- Up to two (2) additional evening meetings per year, as determined by the building principal or Superintendent.
- Assist in the hiring of new and/or leave replacement teachers within the department.
- Coordinate proctoring and/or scoring of remedial/makeup Regents, Regents Exams, AP Exams, IB Exams and all State Exams, as well as departmental mid-terms and finals.
- Perform such other duties consistent with the duties of the position of Teacher Leader, as assigned by the Superintendent and/or his/her designee.

These positions will be primarily building based and reasonable effort will be made to limit requiring Teacher Leaders for district level responsibilities, or meetings.