AGREEMENT

Between

The Oceanside Union Free School District
Town of Hempstead, Nassau County
Oceanside, New York

And The

Summer School Teachers
Chapter
Of the
Oceanside Federation of Teachers
Local 1631, American Federation of Teachers
AFL-CIO

July 1, 2017 – June 30, 2022
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AGREEMENT made and entered into this 1st day of June, 2017 between the OCEANSIDE UNION FREE SCHOOL DISTRICT, Oceanside, New York (hereinafter referred to as "District") and the OCEANSIDE FEDERATION OF TEACHERS Local 1631, American Federation of Teachers, AFL-CIO (hereinafter referred to as "Federation") regulating terms and conditions of employment for all employees now or hereafter employed in the bargaining unit set forth below for the period beginning July 1, 2017 to June 30, 2022.

RECOGNITION

The District has been notified by the Public Employment Relations Board that the Federation has been certified, and the District recognizes the Federation as the exclusive collective bargaining agent for salary and terms and conditions of employment, for all teachers, guidance counselors and other non-administrative professional personnel employed in the Oceanside Summer School.

The District agrees that it will not discriminate against any teacher or other covered professional employee because of membership in or activity on behalf of the Federation.

The parties will not discriminate against any teacher or other covered professional employee because of race, sex, sexual orientation, age, national origin, religion, or membership or non­membership in organizations not contrary to law.

HIRING IN SUMMER SCHOOL

Vacancies in Oceanside Summer School shall be filled wherever possible from the regularly-employed teaching staff of the District.

Notice of hiring for Summer School shall be given to teachers no later than April 15.

A teacher who, for any reason, leaves his/her position and, at any time thereafter is hired back by the District to that position, shall retain his/her number of years previously worked for the purpose of step placement on the salary schedule.

The grievance procedure set forth in Article XII of the current contract between the Federation and the District is adopted for summer school teachers.

BENEFITS AND WORKING CONDITIONS

A teaching day shall be defined as it has been in the past.

Personal Property Loss
A sum of two hundred ($200) dollars shall be available to reimburse summer school teachers for loss or damage to personal property suffered in connection with their employment.

Disability Leave
Teachers who are disabled during summer school employment shall be eligible for three-quarters (3/4) pay disability leave two (2) weeks following commencement of said disability. The District reserves the right to verify disability claims through its medical examination procedures. Disability
claims based upon pre-existing conditions are exempted from coverage under this section.

A pre-existing condition is one which has required medical treatment within two (2) years prior to the submission of the claim.

**Salary**

The summer school teacher salary schedule shall be created by converting the existing salary schedule from per diem to an hourly rate schedule.

The salary schedule included in this contract applies to teachers appointed to work a full summer program inclusive of proctoring and grading, as well as faculty who work the 10-day summer review class. For those not appointed in summer school faculty positions, rates for proctoring and grading will follow the Oceanside Teachers Contract.

- Summer 2017: Unit members to move one step and converted Summer 2016 hourly rates increased 1.75%
- Summer 2018: No step movement; Summer 2017 hourly rates increased 1.75%
- Summer 2019: No step movement, Summer 2018 hourly rates increased 1.75%
- Summer 2020: No step movement, Summer 2019 hourly rates increased 1.75%
- Summer 2021: No step movement, Summer 2020 hourly rates increased 1.75%

The Salary Schedule for the summers of 2017, 2018, 2019, 2020 and 2021 is attached to, and made part of this Agreement, as Appendix A.

**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.**

Negotiations for subsequent agreement shall commence no later than December 1, 2021, at which time each of the parties to this Agreement shall submit, in writing, proposals for such negotiations.

**IN WITNESS WHEREOF**, the parties have hereunto set their hands and seals, in triplicate, this 1st day of June, 2017

**THE OCEANSIDE FEDERATION OF TEACHERS**  
By [Signature]  
President

**THE OCEANSIDE UNION FREE SCHOOL DISTRICT**  
By [Signature]  
Superintendent of Schools