

COLLECTIVE

BARGAINING

AGREEMENT

between the

MONSIGNOR FARRELL HIGH SCHOOL

and the

FEDERATION OF CATHOLIC TEACHERS / OPEIU LOCAL 153

September 1, 2023 to August 31, 2026

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This Agreement is entered into this \_\_\_ day of October, 2023, at Staten Island, New York, between MONSIGNOR FARRELL HIGH SCHOOL, hereinafter referred to as “Employer”, and the FEDERATION OF CATHOLIC TEACHERS / OPEIU LOCAL 153, hereinafter referred to as “Union” or FCT. The parties hereby agree as follows:

WITNESSETH:

WHEREAS, the Employer operates a Catholic high school on Staten Island; and

WHEREAS, the Union has been certified by the New York State Public Employment Relations Board and is recognized by the Employer as the exclusive representative of the lay faculty members of the school for the purposes of collective bargaining; and

WHEREAS, the Union recognizes the non-profit nature of the Employer, that it is a non-tax supported school, primarily dependent upon tuitions and free will offerings of the people and that, accordingly, its financing is not comparable to a tax supported system; and

WHEREAS, the total faculty consists of lay, religious and priest faculty members and that, where negotiations of terms and conditions of employment for lay faculty members could affect religious or priest faculty members in any way, the Union acknowledges the right of the Employer to consult with the religious and priest faculty members and their superiors; and

WHEREAS, the Union and its members recognize the uniqueness of the Employer in that it is a Roman Catholic school committed to provide education within the framework of Catholic principles and that nothing in this Agreement shall be construed as interfering in any way with the Principal of the School or the officers, directors or Members of the Employer’s Board of Trustees in carrying out their functions and duties that are canonical, ecclesiastical or religious in nature; and

WHEREAS, the Union and its members further recognize that the functions and duties referred to hereinabove are not subject to the grievance, discharge, termination or other provisions of this Agreement. (This clause is not intended in any way to deny the use of existing appeal procedures to ecclesiastical authorities. In the spirit of this Agreement, a principal of the school, where practicable, shall give notice to a faculty member considered to be acting in violation of church doctrine).

WHEREAS, the Employer recognizes the importance and contributions of lay teachers employed by the school.

NOW, THEREFORE, IN CONSIDERATION OF THE FOLLOWING MUTUAL COVENANTS, it is hereby agreed as follows:

**ARTICLE 1  
STATEMENTS OF POLICY**

- A. The Employer has and retains the inherent and sole right to administer the school.
- B. The Employer reserves all rights to administer the school except those specifically yielded by the terms and conditions of this Agreement.
- C. The Principal of the School, as representatives of the Employer, reserve all statutory and inherent management rights, powers, prerogatives and authorities that it had prior to the signing of this Agreement except those specifically abridged, delegated, granted or modified by this Agreement. By way of illustration, but not by way of limitation of these reserved rights, the Employer retains the right to reprimand, suspend, discharge or otherwise discipline employees; retains the rights to manage the operations of the school; to change, alter, substitute, replace, add to or eliminate processes or procedures; to select, train and direct the faculty in accordance with the requirements determined by management; to determine and from time to time redetermine the number and classes of faculty to be employed; to establish jobs and readjust or eliminate existing jobs; to establish and change schedules or work assignments; to hire, train and supervise the faculty; to make rules governing the conduct of faculty, provided said rules are not inconsistent with the terms of this Agreement. It is understood and agreed that, when a rule, regulation, policy or procedure is to be implemented in the school, the Principal will notify the Union in advance in order to provide the Union with reasonable time to meet and discuss said rule, regulation, policy and/or procedure, if it so requests, prior to implementation.
- D. The parties to this Agreement stipulate and agree that all negotiable items have been discussed during the negotiations leading to this Agreement and further agree and understand that throughout the period of time prior to reopening of negotiations as provided for herein below, negotiations will not be reopened on any item or issue, whether contained herein or not, and whether discussed during negotiations or not.
- E. The Union and the Employer acknowledge and agree that the terms of employment of faculty members in the school are subject to the Americans with Disabilities Act and all other statutes governing non-discrimination in employment, work place safety matters governed by the Occupational Safety and Health Act and all other applicable legislation, governmental regulations or judicial determinations. In the event that the Employer, in order to comply with the aforesaid legislation, regulations or judicial determinations intends to take action inconsistent with its obligations under this Agreement or which otherwise changes the terms and conditions of employment of a faculty member covered by this Agreement, it shall immediately notify the Union of said intent and shall provide the Union with an opportunity to meet and discuss such proposed change(s) prior to any such action. Absent agreement, either party may refer to arbitration, as provided for in Article 3 of this Agreement, the question of whether such action was necessary in order to be in compliance with said applicable legislation.

**ARTICLE 2**

**ARTICLE 3**  
**DEFINITIONS: SCHOOL YEAR SCHOOL DAY;**  
**FULL-TIME FACULTY; PART-TIME FACULTY;**  
**FULL-TIME DEPARTMENT CHAIRPERSONS;**  
**SUBSTITUTE FACULTY MEMBERS**

A. School Year and School Day Defined.

1. Faculty members covered by this Agreement shall be present and prepared for professional duties and other responsibilities or assignments at least one quarter hour prior to the beginning of the school day and at least twenty (20) minutes after the scheduled completion of the school day where the faculty member is employed during each week day.

(a) Except as otherwise provided for in this Agreement, the September 1st through June 30th normal school year shall be made up of a maximum of one hundred eighty (180) combined instructional and other professional days during which the faculty members are required to be in attendance.

(b) Absent the agreement of the faculty members(s) so assigned, a school shall not require a faculty member to report to the school on days prior to September 1<sup>st</sup> or after June 30th in any school year except when required to do so due to compelling and/or unforeseen circumstances. Such determination shall be subject to the provisions of Article 5 (Grievance Procedure). The scheduling of June Regents or School Examinations are acknowledged as not being either compelling or unforeseen.

(c) Should the school year and/or school day be lengthened pursuant to a directive of the Board of Regents, either party may reopen negotiations concerning a revised salary scale for said school year.

(d) Should the school determine that a faculty member(s) should report to the school on days prior to September 1st or after June 30<sup>th</sup> in any school year, it shall notify the Union in advance of the scheduled work days. Upon request of the Union, school and Federation representatives shall meet and discuss such assignments in advance of the scheduled work days. Such notice and consultation shall not be required when the faculty member's(s') attendance is scheduled by mutual agreement.

(e) Effective September 1<sup>st</sup> and subject to the conditions listed below, teachers shall be paid 1/180th of their annual salary for each day or any part of any day on which a teacher is required to be present at school for any purpose. The following activities shall not be charged against the above cited total of 180 days:

- i. orientation of newly hired teachers: and
- ii. voluntary school visits in preparation for the start of the school year or other voluntary activities.

2. This Section shall not be effective should the school be required by applicable law and/or governmental regulation to extend the school year beyond 180 days. In

addition, this Section shall not apply to faculty members not employed as full-time classroom teachers nor to such teachers otherwise engaged in athletics or other extra-curricular activities.

3. Should the school wish to extend the length of the school day in excess of a cumulative ten (10) minutes beyond the length of the school day as scheduled during the 2013-2014 school year, the school shall notify the Union of the proposed change prior to the start of the revised school day schedule. Should the parties to this Agreement fail to agree upon the proposed schedule change, the Union may submit a claim for additional remuneration for the faculty member(s) involved to arbitration pursuant to Article 3 (Grievance Procedure) of this Agreement. The arbitrator's determination shall be based upon the equitable considerations submitted by the parties.

B. Full-Time Faculty Member.

1. A Faculty Member, including a non-teaching member of the professional staff covered by this Agreement (e.g. librarian, guidance counselor, etc.), who:

(a) is employed on a five day per week basis throughout the school year, and,

(b) has a regularly assigned daily schedule of five (5) teaching periods or their equivalent. Such teaching periods shall be in addition to the faculty member's personal preparation and lunch periods and also in addition to one (1) administrative period and/ or home room assignment, if any.

C. Full-Time Department Chairpersons.

1. Definitions:

(a) A Department Chairperson must have a Master's Degree and be employed on a basis consistent with the above definition of a Full-Time Faculty Member. The Department Chair, who is specifically relieved of one (1) or more teaching and administrative and/or homeroom periods in order to carry out his/her duties as Chairperson, shall likewise be deemed to be a Full-Time Faculty Member.

(b) If Monsignor Farrell High School's official enrollment (New York State BEDS Report, October 1st of each academic year) is five hundred (500) or more students, a designated Department Chairperson shall be assigned at least one (1) less teaching class (or substantially equivalent workload) per day than the other full-time members of his/her department.

2. In the event that such a reduced workload, in whole or in part, is not so scheduled, the Principal or his/her designated representative shall provide, the Union President and said Department Chairperson, a written description of the Chairperson's workload and an explanation of the reason(s) for said Chairperson's schedule. Should the Union propose alternate scheduling arrangements to the Principal's appeal mechanism, a representative of said Office shall review the feasibility of such changes and advise the Union of his/her determination.

3. In the event that the scheduling cannot be adjusted and said Department Chairperson must assume professional responsibility for a workload equivalent to the other full-time members of his/her department, said Chairperson shall receive additional salary equal to one-fifth (1/5) of his/her annual salary for that Academic Year. Said one-fifth (1/5) additional salary shall be for each additional class/professional duty assigned.

4. Any additional salary necessitated by the conditions, etc. noted above shall be in addition to the stipends noted in Article 15, Section A of this Collective Bargaining Agreement.

D. Availability. Faculty members assigned Preparation Periods shall remain available for any assignments necessitated by unusual and/or non-recurring circumstances, including, but not limited to, class coverage and may be so assigned by their principals.

E. Part- Time Faculty Members.

1. Definitions:

(a) A Faculty member, as defined in Section 1 above, who is employed throughout the school year and who:

- i. is employed on a basis of less than five days per week and/or
- ii. has a regularly assigned daily schedule that is less than the schedule cited in Section B.1.a, above

(b) A part-time faculty member is not covered by the terms of this Agreement except that:

- i. a part-time faculty member shall be paid on a pro-rated basis according to Article 16 (provisions Relating to Salary) and Exhibits A and B and shall receive the following benefits/premium contributions on a pro-rated basis.

Sick and Personal Leave	Art. 7
Jury Duty Leave	Art. 9
Health Insurance (if eligible)	Art. 17, Section A
Pension Plan (if eligible)	Art. 17, Section D
Credit Union	Art. 17, Section E

State Disability Insurance                      Art. 17, Section C

Tax Deferred Annuity                              Art. 17, Section F

Flexible Spending Account (if eligible)      Art. 17, Section G

- ii. It is further understood and agreed to that the pro-rating of a part-time faculty member's "Sick and Personal Leave," "Jury Duty Leave," and any other "leaves" shall be in the form of their salaries and not a pro-rating of the number of days and/or other time periods.
- iii. Discussions on additional applicable items shall be scheduled by the parties but shall not be subject to Grievance and Arbitration. Any agreement reached shall be reduced to writing and contained in side letters.
- iv. Every consideration shall be made to try to schedule classes for a part-time faculty member so that they are consecutive in either the morning or the afternoon.
- v. In the event that the schedule requires a teacher to be in the school for more periods than the number of teaching classes provided in the contract of employment they shall be compensated for such periods.
- vi. If eligible and if said part-time faculty member wishes medical coverage, the cost of said coverage shall be prorated, except in the case of a 4/5 faculty member who will receive the same medical coverage at the same cost as a full-time faculty member.
- vii. Worker's Compensation Insurance and disability premiums shall be paid by the employer in full.
- viii. If a part-time faculty member is appointed a chairperson of a department of two (2) or more members, said part-time faculty member will be credited/paid for an additional period/hour so that "department" work may be done.
- ix. Part-time faculty members shall have the option of either joining the Union or paying the Agency Shop fee.
- x. Proctoring assignments for the January and June examinations shall be pro-rated (ex. a 3/5 faculty member shall be assigned only 3/5 of the proctoring of a full-time faculty member).



F. Substitute Faculty Members. A “substitute” faculty member who is employed on a full-time basis for a continuous period exceeding eight (8) calendar weeks or forty (40) scheduled school days, whichever period is of the longer duration, shall thereafter be employed as a full-time faculty member pursuant to the terms of this Agreement. The conversion date may be sooner, including the date of employment, by mutual agreement.

G. Handbook Committee.

1. The Employer agrees to establish a Handbook Committee which will include the union delegate and one other union faculty member. The Committee will provide input into teacher issues including:

- (a) Class management
- (b) Crisis management plans and school safety
- (c) Formulation of teacher handbook
- (d) New teacher training
- (e) Updating of student handbook and other items mutually agreed upon by the Employer and the Handbook Committee

2. It is agreed that the members will hold an organizational meeting of the Committee on or before August 31 of each year.

H. Faculty Council.

1. It is the desire of the faculty of Msgr. Farrell High School and the Employer to encourage the formation of a Faculty Council in the school. The basic purpose of the Faculty Council is to establish and maintain positive relationships and communications among the faculty and administration, as well as to facilitate the exchange of ideas related to the academic atmosphere of the school. It is recognized that there will be no negotiation of terms and conditions of employment as well as any topic expressly contained in this Agreement.

2. The Faculty Council shall consist of three (3) members appointed from the faculty and three (3) appointed by the Administration. Each party shall submit a desired discussion agenda to the other within one (1) week of the scheduled meeting.

3. Faculty Council meetings shall be held quarterly over the school year, with one per school marking period. Meetings shall be held after the school day. The first Faculty Council meeting shall be held no later than November 1 of the 2019-2020 school year.

## ARTICLE 4 GRIEVANCE PROCEDURE

A. It is the declared intention of the parties to make a sincere and determined effort to settle all alleged grievances on a voluntary and informal basis and the specific limitation of this section to alleged violations of express terms and conditions of this Agreement is not intended to preclude discussion between the Union and the Employer at each level on matters of mutual concern.

B. Should there be an unresolved allegation of a violation of an express obligation under a term or condition of this Agreement, the complaining party shall submit to the other party a written statement describing said violation and citing the section of this Agreement by Article Number or Title Heading, which expressly contains the term or condition alleged to be violated. Such written statement shall be delivered within thirty (30) days of the act or condition giving rise to such alleged grievance, or the complaining party becoming aware of such act or condition, whichever is later. The grievance will be deemed waived, and the complaining party will be barred from filing a grievance unless the written statement is submitted to the other party within the above time frames. For purposes of this provision, the Union shall be deemed to have become aware of the act or condition at such time as the grieving teacher knew or should have known of such condition. Where the Employer is the grievant, it will be deemed to have known of such act or condition at such time as the Principal, President or Board of Trustees of the school knew or should have known of said act or condition. In no event may the grievance be submitted beyond one year after said act or condition occurred.

C. A written grievance statement shall be submitted to the Principal of the school and a copy shall be provided to the President of the school. If a grievance is made by the Employer, it shall be submitted to the President of the Union. In all other cases, the written statement shall be submitted to the Employer and the Union President, as the case may be.

D. The submission of the written statement to the opposing party shall be deemed to be complete upon its delivery by email, fax, or three days after its deposit into a depository for first class mail maintained by the United States Post Office.

E. After delivery of the written notice, the parties shall select a date and time for a discussion of the alleged grievance within five (5) business days of the receipt of the submission. Such discussion may be had in person, by Zoom or similar audio/video conference service, or by conference call, with the Zoom option being preferred. Participants in these discussions may include: (a) for the Union: The Union President, and any member of the Grievance Committee of the Union, and (b) for the Employer: the President and Principal of the school, and the representative designated by the Board of Trustees. The parties may, on mutual consent, agree to hold further discussions in an attempt to resolve alleged grievance.

F. In the event that discussions to resolve the alleged grievance fail, the matter may, within five (5) business days, be submitted by either party to the American Arbitration Association, for arbitration in New York City according to its Labor Arbitration Rules (including Expedited Labor Arbitration Rules), Labor Rapid Resolve Procedure, Emergency Scheduling Procedures for Labor Disputes and Labor Documents only Procedures, amended and effective

July 1, 2013 and January 1, 2019, and as such Rules may be further amended from time to time. Unless specifically treated otherwise herein, all rules and procedures set forth therein shall be followed by the parties in connection with the arbitration.

G. The decision of the Arbitrator shall be final and binding upon all parties, and the award of the Arbitrator may be confirmed by any court having jurisdiction thereof. The fees and costs of the arbitration shall be shared equally by the parties.

**ARTICLE 5**  
**EMPLOYMENT STATUS**

A. A full-time faculty member who has completed three (3) consecutive complete school years and who possesses and maintains his/her Permanent / Professional New York State High School Certification and is offered reemployment in writing for a fourth or more year in the School shall be designated a Certified Teacher and shall not be discharged or disciplined except where good reason has been shown. Notwithstanding the above, a full-time faculty member on payroll as of June 30, 2014 shall be designated a Certified Teacher and subject to the same good reason standard for discipline and discharge except that such faculty members shall be required to attain and maintain a Permanent / Professional New York State High School Certification by no later than September 1, 2021 and shall be required to earn at least six (6) credits applicable towards such certification each school year (unless excused in writing by the Employer) in order to maintain his/her designation as a Certified Teacher subject to the above good reason standard.

B. A full-time faculty member who was on payroll as of June 30, 2014 who attains a Master's Degree and is in the process of taking the New York State required exams shall be exempt from taking the six (6) credits necessary to maintain his/her certified status for a period of one (1) year upon the completion of his/her Master's Degree.

C. A full-time faculty member who is assigned to teach courses in computer science, economics or other disciplines for which there is no New York State Certification and who possesses a Master's degree in their discipline and who has completed all course requirements to be eligible for New York State Permanent / Professional Certification, shall be deemed to possess such certification for such time as such certification is not issued by New York State. In the event that certification in their discipline is ultimately granted by the State, such faculty member shall be required to obtain such certification in order to retain his/her good reason status.

D. In order to accommodate the teachers in meeting professional development coursework referenced by NYS Department of Education, the school shall provide ten (10) in-service hours each school year. These courses shall be provided during conference days, faculty meetings, workshops, etc. It is understood that such hours need not be provided during the school day and that such hours may not satisfy the New York State requirement that in-service courses be in the pedagogy of a teacher's certification title. It is further understood that in-service hours shall not be scheduled on weekends, holidays or during summer break.

E. Except for those full-time certified faculty members referred to in Section A above, the Principal may terminate the employment of a faculty member on forty-five (45) days written notice. Except that the Principal may terminate the employment of such faculty immediately were good reason (as defined above) exist. The parties agree that a termination pursuant to this paragraph are not subject to are subject of the provisions of Article 3 of this Agreement, except that a challenge to the determination that the discharge is for good reason and no forty-five (45) days' notice or pay in lieu of is required may be submitted to arbitration.

## ARTICLE 6 EVALUATIONS

A. Teachers, during their first full year of employment, shall be evaluated by the Principal or his/her representative on three occasions; twice during the first semester and once during the second semester. Each will be announced observations.

B. After a teacher's first full year of employment, each non-certified teacher shall be evaluated by the Principal or his/her representative on two occasions; once during the first semester and once during the second semester. Each will be announced observations.

C. Certified teachers shall have one announced observation by the Principal or his/her representative.

D. Each evaluation shall be based on a classroom evaluation of a reasonable length of time following a prior discussion between the Principal or his/her representative and the teacher and at least five (5) days notice of the scheduling of the observation unless a shorter period is mutually agreed upon in advance of the observation. Unless not practicable, the evaluator and the teacher shall discuss the lesson for the classroom evaluation in advance of the observation.

E. The teacher shall receive a copy of the entire written evaluation report within ten days after each evaluation together with a notice advising the teacher of his/her right to request, within five (5) school days after his/her receipt of the report, a post-evaluation conference which will be held before the teacher signs said evaluation at said meeting. Should the teacher so desire, he/she may request a second evaluation at said meeting. A teacher may write a rebuttal within ten (10) school days of the post-evaluation conference. The school agrees to maintain the rebuttal in the file with the evaluation as long as the evaluation is maintained in the file. In the event that the evaluation is used to support a disciplinary action the rebuttal will be referred to at any hearing. At any hearing where the evaluation is raised, the rebuttal will be referred to as well.

F. Consideration shall be given to the teacher's classroom program when scheduling classroom visits.

G. For purposes of completing a Teacher Observation, the School will use the form of report attached hereto as Appendix "B".

H. It is understood that nothing herein shall preclude the Employer from conducting informal observations (announced and unannounced) and classroom visits. It is agreed that notes from such informal observations shall not be placed in the teacher's personnel file.

A.

**ARTICLE 7**  
**TERMINATION OF EMPLOYMENT DUE TO REDUCTION IN STAFF**

The Employer specifically retains the right to layoff or terminate the employment of faculty members covered by this Agreement due to the elimination of positions or for any other reason not in conflict with the express terms and conditions of this Agreement.

Where a position is eliminated, the School specifically retains the right and sole discretion as to which faculty member is laid off or terminated, provided, however, that where two (2) or more lay faculty members are employed in substantially identical positions by class level, academic program and subject area, the following order of layoffs will apply:

1. Volunteer Teacher
2. Non-Certified Teacher
3. Certified Teacher

In any situation where less than the full complement of certified teachers within an academic department is reduced, termination from within that group will be based on (a) competency (which shall be determined at the discretion of the Employer) and (b) seniority. However, it is expressly agreed that where competency is determined to be equal, seniority shall be the determining factor.

Whether faculty member is terminated pursuant to the provisions of this Article, the Employer shall make a considered attempt to reassign such faculty member in an area of competence.

**ARTICLE 8**  
**RENEWAL OR TERMINATION OF ANNUAL CONTRACT**

A. It shall be the policy of the parties to this Agreement that where a faculty member and a Principal agree to renew the faculty member's annual contract of employment for the following year, the Principal shall offer the contract on or before April 1<sup>st</sup>, and the faculty member shall accept said annual contract on or before April 15<sup>th</sup>, unless the Principal and the faculty member mutually agree in writing upon an alternate date.

1. Should April 1<sup>st</sup> occur during the Easter Recess or on a Saturday or Sunday, the parties agree that individual Annual Agreement (Appendix A) shall be offered to faculty members on the last school day before the recess and/or weekend begins.

B. A faculty member covered by this Agreement who does not return to his/her teaching position for the following year shall notify his/her Principal in writing not later than April 15<sup>th</sup>, or as otherwise mutually agreed upon by the faculty member and the Principal or his/her designated representative.

C. The employer shall provide electronically to the Federation of Catholic Teachers by May 1<sup>st</sup> a copy of all Annual Agreements of Employment entered into by the preceding April 15<sup>th</sup> for the following school year.

D. The employer shall forward to the Federation of Catholic Teachers on or before October 30<sup>th</sup> of each school year, the names, addresses and, upon authorization of the teachers, home phone numbers, grades and/or subjects taught and email addresses of faculty members covered by this Agreement. In addition, the Employer shall submit to the Federation of Catholic Teachers a supplemental list by February 1<sup>st</sup> of each school year, listing the names with the same information required above for any teachers covered by this Agreement and newly hired after the submission of the October 30<sup>th</sup> mailing.

E. The employer shall provide electronically, if practicable, to the Federation of Catholic Teachers by no later than October 1<sup>st</sup> of each school year copies of the teachers' schedules (which shall include preparation periods and non-teaching duties).

**ARTICLE 9**  
**SICK, PERSONAL AND FUNERAL LEAVE**

A. Subject to the provisions of Article 10 and all other provisions of this Agreement, all faculty members covered by this Agreement shall be granted eleven (11) days' sick and personal business leave with pay per year. Unused days may be accumulated for use as sick leave only, and not for use as personal business leave, up to a maximum of one hundred and twenty (120) days. Wherever possible, requests for personal business leave shall be made in writing and submitted to, and approved by, the Principal in advance of the date of said leave.

B. Faculty members shall be entitled to receive payment at the rate of \$80.00 for each day of unused sick leave that they accrue during the school year up to a maximum of \$880.00 per year.

1. Said payments shall be made in July 2014, and each July thereafter to all eligible faculty members, provided they have fulfilled the terms of their annual contract of employment during the respective school year. In lieu of such payments, faculty members, at their option, may accrue said days in their sick leave bank as provided for above.

C. Teachers will be granted up to four (4) days bereavement leave with pay to attend appropriate service in the event of the death of an immediate family member. This includes: parents, spouse, children, brothers, sisters; mother-in-law and father-in-law or a relative regularly residing in the immediate household. A funeral day will be allowed for other close relatives with the approval of the department chair and/or principal.

D. Community Sick Bank

1. The school will continue a "Community Sick Bank" based on the voluntary donations of days made by lay faculty members.

2. Lay faculty members can donate up to one day per school year from their current year total of 11 sick or personal days. Such days must be donated by June 30 of each year for placement in the community sick bank for the following school year.

3. Lay faculty members who are afflicted with a catastrophic illness and who have exhausted their own sick bank can access up to 20 additional paid leave days. If the Employer and the FCT cannot agree on a person's "catastrophic illness," then the matter shall be submitted to arbitration under the rules of the American Arbitration Association.

4. Only one (1) request for such additional paid sick leave may be approved for a faculty member during his or her employment in the school.



**ARTICLE 10**  
**SABBATICAL LEAVE**

A. A one (1) year sabbatical leave with half pay for professional advancement shall be granted once to certified faculty members covered by this Agreement provided said faculty member has completed seven (7) consecutive full years of satisfactory teaching experience, and, provided further, that the faculty member's application for said leave is approved by the Sabbatical Review Committee. Said Committee, its members and its operating procedures are described herein below.

B. The Sabbatical Review Committee shall be composed of two (2) members: a representative of the Union and two (2) representatives of the Employer.

C. The Sabbatical Review Committee, in its discretion and in accordance with a selection process that it shall determine and publish, shall be authorized to approve one application from a member of the faculty covered by this Agreement each year.

D. Before the Sabbatical Review Committee may approve an application for sabbatical leave, the applicant must agree in writing to return to the school and rejoin the faculty for at least three (3) years. Should a faculty member fail to honor this commitment he/she understands and agrees that the monies received while on sabbatical leave shall be considered as a debt, due and owing, on a pro-rata basis for that part of the three (3) year commitment that is not honored.

E. During the sabbatical period, the faculty member shall be permitted to remain on the Employer's group medical plan provide he/she pays the full premium cost.

**ARTICLE 11**  
**JURY DUTY**

A. A regular part-time and full-time faculty member who is summoned to and reports for jury duty shall be paid by the school an amount equal to the difference between the amount of wages the faculty member otherwise would have earned by working for the school on that day and the daily jury duty fee paid by the court, if any, for each day on which he/she reports for or performs jury duty and on which he/she otherwise would have been scheduled to work for the school. The school's obligation to pay an employee for jury duty is limited to a maximum of two weeks' pay (covering a maximum of 10 school days only) in any one (1) year period. In order to receive payment an employee must give the school prior notice that he/she has been summoned for jury duty within twenty-four (24) hours or as soon thereafter as possible. The faculty member shall, in the first instance, request an adjournment to outside of the school year.

B. The faculty members agree that, where possible, when they are on jury duty and are excused for the day before 12 o'clock noon, they will return to their professional assignments, for the remainder of the school day.

C. Where a faculty member is required to fulfill a jury duty assignment, he/she shall submit to his/her Principal a certificate signed by the Clerk of the Court showing the hours of duty actually assigned in order to be eligible for paid leave during such time.

**ARTICLE 12**  
**MILITARY LEAVE**

A. A faculty member may request and shall be granted a leave of absence for reason of military service in accordance with the applicable public law. Teachers on military leave will be paid the difference between their regular salary and their military compensation for a maximum of two (2) weeks annually. Military orders must be presented to the principal upon receipt.

**ARTICLE 13**  
**HEALTH LEAVE**

A. Upon written request, a faculty member who has completed three or more consecutive full years of professional assignments in the school shall be entitled to an unpaid leave of absence due to a disability for up to one year, provided the faculty member submits a statement from his/her physician attesting to the existence of a disability requiring such a leave of absence. A faculty member who has completed fewer than three years of professional experience in the school shall be entitled to an unpaid leave of absence due to a disability for up to one year provided it does not present an undue hardship for the school and if the faculty member submits a statement from his/her physician attesting to the existence of a disability requiring such a leave of absence. While on such leave of absence, said faculty member shall not receive credit for tenure or for salary increment purposes or be eligible for any other benefits provided for under this Agreement except as stated in Article 18, Section A2.

B. A faculty member who has been granted a leave of absence according to Section A above may file a written request at least thirty days prior to the expiration of said leave of absence for a one year extension of said leave but it is understood and agreed that the school shall not be under any obligation to grant said extension. However, in the event that a faculty member who requests such an extension is eligible for and is receiving Disability Insurance or Worker's Compensation Insurance benefits beyond one year, the request for said additional one year extension shall be granted.

C. For all other faculty member requests for a leave because of a personal serious health condition, the school shall comply with applicable law.

D. A teacher may apply for and shall be granted an unpaid leave of absence of up to twelve (12) weeks in accordance with the current provisions of the Family and Medical Leave Act. In order to be eligible for such leave, a teacher must have been employed of one year and have worked for the school at least 1,250 hours in the prior year.

The school will maintain the teacher's health plan for the duration of the FMLA Leave. Teachers are responsible for their semi-monthly contribution.

E. Faculty members shall be eligible for paid family benefits under the New York State Paid Family Leave Law and any regulations promulgated under it.

**ARTICLE 14**  
**CHILD REARING LEAVE**

A. A faculty member shall, with a written request, upon the birth, adoption or foster placement of a child be granted a leave of absence without pay for a period of up to twelve (12) months, effective as of the date of the birth, adoption or foster placement of a child, according to the following conditions:

B. In the event of adoption or foster placement, the faculty member informs the school of his/her intention as soon as the decision to adopt or care for a child is made, and no later than the date that the adoption or foster placement application is formally submitted. In the event of an impending birth, the faculty member must inform the school of a desire to take leave at least three months prior to the anticipated birth date. In determining the effective date of said leave and the date of return from said leave, the faculty member shall, to the extent practicable, take into account the needs of the school. Where the faculty member's leave is scheduled to expire during the school year, the faculty member and/or school shall have the right to extend the leave until the start of the following semester or school year.

C. At the time of said leave the faculty member shall continue to be eligible for coverage under the school's health insurance plan according to Article 18, Section A2., for a period of up to three (3) months, at the Employer's expense. Such entitlement shall continue to be available to the faculty member for the remainder of the leave at the faculty member's option and expense. Such entitlement shall continue to be available to the faculty member for the remainder of the leave at the faculty member's option and expense. Except as provided for in this Section, said faculty member shall not accrue or be entitled to salary, step increases, or any other entitlements, benefits or tenure credits during said leave.

D. Upon the request of the Employer, the faculty member shall submit documentation concerning the birth, adoption or foster placement of a child.

**ARTICLE 15**  
**UNION DUES CHECK-OFF**

A. Upon receipt of a signed authorization form from a faculty member covered by this Agreement, the Principal shall regularly make deductions from the faculty member's salary of such an amount as specified by the Treasurer of the Federation of Catholic Teachers. Such amounts shall be forwarded by the 10<sup>th</sup> day of the following month to the Treasurer of the Federation of Catholic Teachers at the address furnished to the Principal by the Federation of Catholic Teachers. Payments under this paragraph made more than two (2) months after they are due shall include a \$35 late charge for each month payment is made beyond two months.

B. The Employer assumes no responsibility for the propriety of the deduction or of the application of the funds, and the Union hereby agrees to indemnify and hold the Employer harmless from any expenses or liability that shall arise out of or in connection with the Employer's actions in complying with this Article.

C. The Employer shall not be obliged to make dues or agency fee deductions of any kind from any faculty member who during any pay period, shall have failed to receive sufficient wages to equal the dues or agency fee deductions.

**ARTICLE 16**  
**FACULTY MEMBER'S OBLIGATION TO**  
**PARTICIPATE IN SCHOOL FUNCTIONS**

A. Faculty members covered by this Agreement shall participate in school functions (including functions and activities related to the School's Catholic mission) when specifically assigned by his/her Principal. Such assignments will be made by the Principal on an equitable basis, in accordance with the practice in existence prior to the effective date of this agreement, except when the Principal determines that the entire faculty is required to be present.

**ARTICLE 17**  
**STIPENDS FOR DEPARTMENT HEADS**  
**AND EXTRA-CURRICULAR ACTIVITIES**

A. Department Chairpersons shall be appointed by the Principal. It is understood and agreed that all persons currently designated as Department Chairpersons shall be paid an annual stipend equal to the stipend paid for the 2013-2014 School Year. It is further understood and agreed that thereafter Department Chairpersons shall receive an annual stipend: (1) for academic departments the stipend shall be \$1,000 per annum; (2) for the Guidance Department the stipend shall be \$800 per annum; and (3) for the Physical Education Department the stipend shall be \$800 per annum.

B. Extra-Curricular Activities.

1. It is understood and agreed that extra-curricular activities for which a stipend is paid currently, and which require more than a substantial amount of time, for example, dramatics, coaching, debating, will continue to be paid at the same rate.

2. The school shall provide to the Federation of Catholic Teachers in November of each year, a list of stipends paid to bargaining unit members. The list shall include the name of the activity, the name of the faculty member and the amount of the stipend.

3. It is further understood and agreed that stipends for extra-curricular activities deemed by the Principal to require an insubstantial amount of time may be discontinued or changed at the discretion of the Principal.

4. When there is an opening for an extra-curricular activity the Employer will post the opening within 10 days of the date the opening becomes known to the Employer.



**ARTICLE 18**  
**PROVISIONS RELATING TO SALARY**

A full-time faculty member employed by the Employer shall be paid on a semi-monthly basis, on a twelve (12) month basis according to the faculty member's appropriate annual rate of pay as provided for in the respective salary charts appended hereto as Exhibit 1, 2 and 3. The Employer shall identify the regularly scheduled pay dates for the following school year(s). The employer shall use its best efforts to schedule such pay dates to be the 15<sup>th</sup> and 30<sup>th</sup> of each month except for February 28<sup>th</sup>/29<sup>th</sup>. The Employer will increase the rates of pay provided in the salary scales for the academic year September 1, 2022 to August 31, 2023 of the collective bargaining agreement between the parties as follows:

A. Effective and retroactive to September 1, 2023, a 2.5% wage increase shall be applied to the salary chart as of August 31, 2023 and is shown in Exhibit 1 of this Agreement. Faculty members who are already at the highest pay level under the applicable educational achievement column shall receive an additional "lump sum" payment of \$900 payable in semi-annual installments of \$450 within 30 days of the completion of each semester.

B. Effective September 1, 2024, a 3% wage increase shall be applied to the salary chart as of August 31, 2024 and is shown in Exhibit 1 of this Agreement. Faculty members who are already at the highest pay level under the applicable educational achievement column shall receive an additional "lump sum" payment of \$900 payable in semi-annual installments of \$450 within 30 days of the completion of each semester.

C. Effective September 1, 2025, a 3.5% wage increase shall be applied to the salary chart as of August 31, 2025 and is shown in Exhibit 1 of this Agreement. Faculty members who are already at the highest pay level under the applicable educational achievement column shall receive an additional "lump sum" payment of \$900 payable in semi-annual installments of \$450 within 30 days of the completion of each semester.

D. For part-time lay faculty members, the above referenced increases shall pro-rated.

E. Effective September 1, 2019 and every September 1 during the term of this Agreement, for those full-time lay faculty members who are not already at the highest pay level under the applicable educational achievement column in the chart for that year, such faculty members shall be paid at the salary level determined by advancing one row within the same column.

F. Any lay faculty member who teaches an additional class beyond the five (5) classes required to be taught for a fulltime lay faculty member shall receive a twenty (20%) increase in his/her base salary for that academic school year.

G. It is understood that the charts set forth in Exhibits 1, 2 and 3 have been prepared for the sole purpose of determining the wage increase in Paragraphs A, B and C above, establishing a minimum starting salary commensurate with a new faculty member's educational achievement and the level of salary where a faculty member attains the next level of educational achievement and shall not otherwise survive the expiration of the terms of this Agreement.

Faculty members employed by Employer shall be covered by this Agreement in its entirety, except that for those faculty members, who as of September 1, 2016, were receiving a salary above the salary rates set forth in this Agreement for step and degree, such faculty members' salary rates shall be established by multiplying their then current salary rate by salary increases above provided for in Article 16.

## **ARTICLE 19 FRINGE BENEFITS**

### **A. Health Insurance.**

1. The Employer participates in a group health insurance program for faculty members and agrees for the life of this Agreement to continue to participate in the same and/or comparable plan for those faculty members eligible for such benefit provided that a faculty member completes all required enrollment materials and in the case of employee contributions agrees to the deduction of such contribution from their pay check of their portion of the premium expense. The current employee contribution rate shall be nine percent (9%) of the premium charged to the Employer.

If, during the life of this Agreement, the amount of premium paid by all other nonbargaining unit employees of the Employer changes, such changes shall be deemed incorporated in this Article with respect to all lay faculty members, notwithstanding any other provision herein.

Upon written request by the Union, the Employer shall provide a copy of the premium cost sheet showing the premium it is charged by the group health insurance program.

The Employer agrees that it will review options for a new group health insurance program, including proposed plans submitted in a timely fashion by the Union, prior to committing the school to a new group health insurance plan covering lay faculty members for the 2015 calendar year.

2. A faculty member who has been granted a childcare leave of absence, and/or who is receiving disability insurance benefits pursuant to New York State Disability Insurance Law, or who is receiving Workers' Compensation Insurance benefits, shall have his/her Health Insurance coverage continued for up to the first three (3) months of the Child Care and/or Health Leave granted pursuant to the provisions of all applicable articles in this agreement, or up to his/her date of termination, whichever occurs first. Should said faculty member wish to continue his/her coverage in the above mentioned Plan beyond the said three (3) month period, he/she may do so provided he/she pays the school, monthly and in advance, the premium costs in accordance with applicable law, and, provided further, in accordance with applicable law, that he/she is eligible for such continued coverage according to the terms of said insurance plans.

3. Faculty members who retire with at least ten (10) consecutive years of teaching in the school, and who retire prior to being eligible for Medicare insurance coverage, shall be eligible to continue their coverage under the then existing Medical Plan(s) at their own expense.

Unless otherwise mutually agreed to by the parties to this Agreement and approved by the Plan Administrator, such coverage shall be discontinued at such time as a faculty member attains the age of sixty-five (65) or who otherwise becomes eligible, at an earlier date, for Medicare coverage.

A participating retiree shall be required, as a condition of continued coverage, to make premium payments at least two (2) months in advance to the school. Failure to make such payment shall result in an automatic discontinuation of coverage as of the first day of the month for which premiums have not been received. Such discontinuance of coverage for non-payment of premiums shall not be subject to appeal pursuant to Article 3 or any other provision of this Agreement

B. Group Life Insurance and Accidental Death and Dismemberment Insurance.

The Employer will provide life insurance coverage equal the annual rate of pay for a full-time and regular part-time faculty member. As stated in said faculty member's Contract of Employment, said faculty member's coverage under the Accidental Death and Dismemberment provisions of such plan shall be two times the amount of life insurance coverage. The terms of the insurance policy referred to in this Section, including subsequent amendments if any, shall control all determinations as to eligibility and entitlements and are not incorporated into this Agreement.

C. Disability Insurance.

1. According to New York State Disability Law, a teacher temporarily disabled for more than seven (7) consecutive days is entitled to a benefit of one-half of his/her weekly salary (up to a maximum weekly benefit of \$170.00 per week). This may be paid for up to a total of 26 weeks of each disability but not more than 26 weeks in any 52 consecutive week period.

The first seven (7) days of any disability are an uncompensated waiting period allowed by law. Teachers may use sick/personal leave to cover this period. As soon as the disability insurance becomes effective, the school will supplement the insurance so that in total the employee will receive full salary for up to a total of 13 weeks of the disability during any 52 consecutive week period. The school pays for this insurance policy in full.

2. Full-time and regular part-time faculty members employed in the school pursuant to a contract of employment shall be covered by the terms of a long-term disability plan that provides 65% of salary for the period of the disability. The terms of the long-term disability plan, including subsequent amendments, if any, shall control all determinations as to eligibility and entitlements and are not incorporated into this Agreement. The school shall pay the full cost for this coverage.

D. Pension Plan.

1. The pension plan currently in effect and available to the faculty members covered by this Agreement will remain in effect except as hereinafter provided.

2. The terms of the Pension Plan referred to in this Section, including subsequent amendments, if any, shall control all determinations as to eligibility and entitlements and are not incorporated into this Agreement.

E. Credit Union. Employees covered by this Agreement shall continue to be eligible for participation in the existing Credit Union throughout the term of this Agreement.

F. Tax-deferred annuity accounts.

The Employer agrees to maintain a Tax-Deferred Annuity Program. Faculty members who desire to participate in such program shall be permitted to do so according to the terms and conditions of said program. In addition, the Employer to match a faculty members contribution to his/her Tax-Deferred Annuity in accordance with the following schedule:

<u>Years of Service</u>	<u>Match Rate</u>	<u>Maximum Annual Match</u>
<u>1 – 5</u>	<u>\$1 for \$1</u>	<u>\$1,500.00</u>
<u>6 – 10</u>	<u>\$1.50 for \$1</u>	<u>\$1,500.00</u>
<u>11 – 15</u>	<u>\$1.75 for \$1</u>	<u>\$1,750.00</u>
<u>16 - 25</u>	<u>\$1.75 for \$1</u>	<u>\$2,000.00</u>
<u>25 or more</u>	<u>\$1.75 for \$1</u>	<u>\$2,500.00</u>

The Employer's matching contribution shall be made to the faculty member's Tax-Deferred Annuity as soon as practicable in the first quarter following the end of the calendar year.

G. Flexible Spending Account.

A Flexible Spending Account Program shall be made available to Faculty Members who desire to participate in such a program according to the terms and conditions of said program.

**ARTICLE 20**  
**UNION ACTIVITIES**

A. A union notice may be posted, at the discretion of the Employer, on the school's bulletin board provided the notice is submitted in advance to the employer or his designee. Permission to post official notice of Union business shall not be unreasonably denied. Notices limited to date, time and place of Union meetings may be posted without permission.

B. Union officers may visit the school during the school day provided said officers and representatives request in advance and receive from the Employer permission to visit the school at a time and under such conditions as the Employer may stipulate. Said permission shall not be unreasonably denied.

C. Up to two teachers from the school shall, upon written request to the Employer, be granted a leave of absence for the purposes of performing duties as officers or employees of the Union. Said leave of absence shall remain in effect as long as said teacher(s) remain officers or employees of the Union. It is agreed that in all instances such leaves will conform to the school year.

D. Said leave shall be on a full-time basis and shall be without pay. Teachers granted such leave shall be permitted to continue their health insurance coverage as provided for in this agreement at their own expense provided that such coverage is permitted by the insurance carrier. The Principal shall recommend to the Board of Directors of the Pension Plan and to the administrators of the Tax Deferred Annuity Plan that teachers granted said leave, and who participate in such plans, be permitted to continue their participation at their own expense.

**ARTICLE 21**  
**FACULTY PERFORMANCE FILE**

A. A faculty member shall be permitted, upon written request, to review his/her Performance File and shall be permitted to submit a written rebuttal to any material in his/her file. The School agrees that a parent letter shall not be the basis for disciplinary action unless the teacher has had an opportunity to review the letter either through his/her review of the personnel file or by the School's provision of a copy of the letter to the teacher.

**ARTICLE 22**  
**OBLIGATIONS OF THE FACULTY**  
**MEMBERS AND OF THE UNION**

A. During the term of this Agreement, each faculty member covered by this Agreement agrees faithfully to do and perform all duties and obligations under the terms and conditions of employment contained herein and to observe the rules, regulations, policies, and procedures prescribed by his/her principal and by the Employer.

B. There shall be no strike, sympathy strike, slowdown, refusal to work, job action or any type of concerted action on the part of faculty members during the term of this Agreement.

C. The Union undertakes and acknowledges its obligation to do all in its power to prevent any such attempt, effort or action referred to above, and pledges to cooperate fully with the Employer to carry out the intent of this Article.

D. Demonstrations in connection with the Mass.

1. No demonstrations may be held from 15 minutes before, during, or until 15 minutes after a Mass is celebrated at the School or at any other church where such celebration is on behalf of the School.

2. The ban on demonstrations from 15 minutes before, during and up until 15 minutes after a Mass applies beyond the expiration of this collective bargaining agreement. The FCT pledges to cooperate fully with Monsignor Farrell to carry out the intent of this Article, including not encouraging or endorsing demonstrations at Mass in violation of this provision by others.

**ARTICLE 23**  
**TUITION ASSISTANCE FOR CHILDREN**  
**OF LAY FACULTY MEMBERS**

A. Children of full-time regular lay faculty members, who are enrolled as students in Monsignor Farrell High School shall not be charged tuition beyond the amount of financial assistance awarded to said student from any source, subject to the conditions listed below.

B. The waiver of tuition, in whole or in part, shall be for the period only during which the student's parent is so employed but in no event for a period to exceed four (4) years.

(a) Said student shall be subject to all other conditions, fees and expenses established by the school and the student's enrollment shall not be counted towards any faculty member's teaching load or other work assignment limitation.



**ARTICLE 24**  
**LAY FACULTY SUBSTITUTIONS**

A. It is agreed and understood that the Principal has, in his/her sole discretion, the unlimited right to assign lay faculty members covered by this Agreement in substitution for those faculty members who are absent, or excused by the Principal. The parties agree that, to the extent possible:

1. Substitution assignments of lay faculty members shall be made on an equitable basis among those lay faculty members who have preparation or lunch periods scheduled during the time period during which the assignment is made.

2. To the extent practicable in the school according to its normal school day schedule, substitution assignments shall be made in such a manner so as to provide each lay faculty member with an average of one full preparation period (outside of lunch) during each normal school day.

3. Effective September 1, 2023, full-time faculty members shall be paid \$200 annually for the fulfillment of all coverage assignments. Such payment shall be made to faculty members employed as of June 30<sup>th</sup> of each year within thirty (30) days thereafter.

4. Part-time lay faculty members shall not be assigned substitutions before their first or after their last teaching period.

**ARTICLE 25**  
**CONFORMITY TO LAW-SAVING CLAUSE**

A. If any provision of this Agreement is or shall at any time be contrary to law, then said provision shall not be applicable or performed or enforced, except to the extent that is permitted by law.

B. In the event that any provision of this Agreement is or shall be contrary to law, all other provisions of this Agreement shall continue in effect.

**ARTICLE 26**  
**AGENCY FEE**

A. All current bargaining unit members and any bargaining unit members hired after September 1, 2013 shall, as a condition of employment, thirty (30) days after such employment, become and remain a member of the FCT in good standing or pay an agency fee as certified by the Union.

B. Any faculty member who has failed to acquire or thereafter maintain either membership in the Union or the payment of an agency fee, shall be terminated seven (7) working days after the employer receives written notice from an authorized representative of FCT.

C. The Employer shall be relieved from making such "check-off " deductions upon (1) termination of employment, (2) transfer to a position other than one covered by the bargaining unit, (3) layoff from work, (4) an unpaid leave of absence, or (5) revocation of the check-off authorization in accordance with its terms of applicable law.

D. The Federation hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings by any lay faculty member arising from deductions made by the Employer hereunder, and the Federation further indemnifies and holds the Employer harmless from any claims, actions or proceedings by any government agency or by any group so long as such groups are not funded directly or indirectly by the Employer; however, in either case, the Federation shall retain the right to select defense counsel, and they shall reserve the right to settle any such case. Once the funds are remitted to the Federation, their disposition shall be the sole and exclusive obligation and responsibility of the Federation.

**ARTICLE 27**  
**RECOGNITION**

A. The Employer agrees to recognize the Union as the sole collective bargaining representative for all full time and regular part time lay faculty members employed by the school as specified in the Certification by the New York State Public Employment Relations Board Nos. CE-6017/CE-6083.

B. All employees specified in the Certification by the New York State Public Employment Relations Board Nos. CE-6017/CE-6083 and all work performed by those employees shall be covered by this Agreement.

C. The Federation of Catholic Teachers acknowledges that Administrative Employees, including the principal, assistant principals and deans, are excluded from the collective bargaining unit, are not subject by the terms of this Agreement, and are permitted to teach up to three (3) classes each semester. For purposes of this Agreement, "Administrative Employee" is defined as a School employee for whom classroom instruction constitutes less than a majority of his/her regular weekly responsibilities.

**ARTICLE 28**  
**DURATION**

A. Except as otherwise provided for in Article 27, this Agreement shall be effective as of September 1, 2023 and shall continue in full force and effect up to and including August 31, 2026, except where the parties mutually agree in writing to an extension of this Agreement. Parties seeking revision of one or more terms and conditions of this Agreement shall notify the other party in writing between April 1st and April 15th, 2026. In the event that such notice is issued and received by Certified Mail, the parties agree to begin negotiations on or about May 15, 2026.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement on the date first above written.

*Louis R. Solares*

MONSIGNOR FARRELL HIGH SCHOOL

*Joanne Perrotta*

FEDERATION OF CATHOLIC  
TEACHERS / OPEIU LOCAL 153

No  
Good  
?

**EXHIBIT 1**

Step	2023/24		2024/25		2025/26	
	BA+2.5%		BA+3%		BA+3.5%	
1	\$ 53,383.91		\$ 54,985.43		\$ 56,909.92	
2	\$ 54,294.35		\$ 55,923.18		\$ 57,880.49	
3	\$ 55,201.94		\$ 56,858.00		\$ 58,848.03	
4	\$ 56,112.38		\$ 57,795.75		\$ 59,818.60	
5	\$ 57,021.39		\$ 58,732.03		\$ 60,787.65	
6	\$ 58,829.45		\$ 60,594.33		\$ 62,715.13	
7	\$ 60,875.44		\$ 62,701.70		\$ 64,896.26	
8	\$ 61,784.45		\$ 63,637.99		\$ 65,865.32	
9	\$ 62,693.47		\$ 64,574.27		\$ 66,834.37	
10	\$ 63,603.91		\$ 65,512.02		\$ 67,804.94	
11	\$ 65,411.96		\$ 67,374.32		\$ 69,732.42	
12	\$ 66,369.42		\$ 68,360.50		\$ 70,753.12	
13	*		*		*	
14	*		*		*	
15	*		*		*	
16	*		*		*	
17	*		*		*	

Step	2023/24		2024/25		2025/26	
	BA15 +2.5%		BA15 +3%		BA15 +3.5%	
1	\$ 53,838.42		\$ 55,453.57		\$ 57,394.44	
2	\$ 54,748.86		\$ 56,391.32		\$ 58,365.02	
3	\$ 55,656.45		\$ 57,326.14		\$ 59,332.55	
4	\$ 56,565.46		\$ 58,262.42		\$ 60,301.61	
5	\$ 57,475.90		\$ 59,200.17		\$ 61,272.18	
6	\$ 59,285.38		\$ 61,063.94		\$ 63,201.18	
7	\$ 61,329.95		\$ 63,169.84		\$ 65,380.79	
8	\$ 62,238.96		\$ 64,106.13		\$ 66,349.84	
9	\$ 63,147.97		\$ 65,042.41		\$ 67,318.90	
10	\$ 64,056.99		\$ 65,978.70		\$ 68,287.95	
11	\$ 65,867.89		\$ 67,843.93		\$ 70,218.47	
12	\$ 67,912.46		\$ 69,949.83		\$ 72,398.08	
13	\$ 68,868.49		\$ 70,934.55		\$ 73,417.26	
14	*		*		*	
15	*		*		*	
16	*		*		*	

Step	2023/24		2024/25		2025/26	
	BA30 +2.5%		BA30 +3%		BA30 +3.5%	
1	\$ 54,294.35		\$ 55,923.18		\$ 57,880.49	
2	\$ 55,201.94		\$ 56,858.00		\$ 58,848.03	
3	\$ 56,112.38		\$ 57,795.75		\$ 59,818.60	
4	\$ 57,021.39		\$ 58,732.03		\$ 60,787.65	
5	\$ 57,928.98		\$ 59,666.85		\$ 61,755.19	
6	\$ 59,739.88		\$ 61,532.08		\$ 63,685.70	
7	\$ 61,784.45		\$ 63,637.99		\$ 65,865.32	
8	\$ 62,693.47		\$ 64,574.27		\$ 66,834.37	
9	\$ 63,603.91		\$ 65,512.02		\$ 67,804.94	
10	\$ 64,512.92		\$ 66,448.31		\$ 68,774.00	
11	\$ 66,320.97		\$ 68,310.60		\$ 70,701.47	
12	\$ 68,366.97		\$ 70,417.98		\$ 72,882.61	
13	\$ 69,275.98		\$ 71,354.26		\$ 73,851.66	
14	\$ 70,233.44		\$ 72,340.44		\$ 74,872.36	
15	*		*		*	
16	*		*		*	
17	*		*		*	

Step	2023/24	2024/25	2025/26
	MA +2.5%	MA +3%	MA +3.5%
1	\$ 54,975.40	\$ 56,624.66	\$ 58,606.52
2	\$ 55,882.99	\$ 57,559.48	\$ 59,574.06
3	\$ 56,793.43	\$ 58,497.23	\$ 60,544.63
4	\$ 57,702.44	\$ 59,433.51	\$ 61,513.69
5	\$ 58,610.03	\$ 60,368.33	\$ 62,481.22
6	\$ 60,420.93	\$ 62,233.56	\$ 64,411.73
7	\$ 62,466.93	\$ 64,340.93	\$ 66,592.87
8	\$ 63,374.52	\$ 65,275.75	\$ 67,560.40
9	\$ 64,284.95	\$ 66,213.50	\$ 68,530.98
10	\$ 65,193.97	\$ 67,149.79	\$ 69,500.03
11	\$ 67,002.02	\$ 69,012.08	\$ 71,427.51
12	\$ 69,048.02	\$ 71,119.46	\$ 73,608.64
13	\$ 69,958.45	\$ 72,057.21	\$ 74,579.21
14	\$ 70,866.04	\$ 72,992.03	\$ 75,546.75
15	\$ 71,776.48	\$ 73,929.78	\$ 76,517.32
16	\$ 72,733.94	\$ 74,915.96	\$ 77,538.02
17	*	*	*

Step	2023/24	2024/25	2025/26
	MA15 +2.5%	MA15 +3%	MA15 +3.5%
1	\$ 55,431.33	\$ 57,094.27	\$ 59,092.57
2	\$ 56,338.92	\$ 58,029.09	\$ 60,060.10
3	\$ 57,247.93	\$ 58,965.37	\$ 61,029.16
4	\$ 58,158.37	\$ 59,903.12	\$ 61,999.73
5	\$ 59,064.54	\$ 60,836.47	\$ 62,965.75
6	\$ 60,875.44	\$ 62,701.70	\$ 64,896.26
7	\$ 62,922.86	\$ 64,810.54	\$ 67,078.91
8	\$ 63,830.45	\$ 65,745.36	\$ 68,046.45
9	\$ 64,739.46	\$ 66,681.64	\$ 69,015.50
10	\$ 65,649.90	\$ 67,619.40	\$ 69,986.08
11	\$ 67,457.95	\$ 69,481.69	\$ 71,913.55
12	\$ 69,503.95	\$ 71,589.07	\$ 74,094.68
13	\$ 70,414.39	\$ 72,526.82	\$ 75,065.26
14	\$ 71,321.98	\$ 73,461.63	\$ 76,032.79
15	\$ 72,230.99	\$ 74,397.92	\$ 77,001.85
16	\$ 73,141.43	\$ 75,335.67	\$ 77,972.42
17	\$ 74,096.04	\$ 76,318.92	\$ 78,990.08

Step	2023/24	2024/25	2025/26
	MA30 +2.5%	MA30 +3%	MA30 +3.5%
1	\$ 55,882.99	\$ 57,559.48	\$ 59,574.06
2	\$ 56,793.43	\$ 58,497.23	\$ 60,544.63
3	\$ 57,702.44	\$ 59,433.51	\$ 61,513.69
4	\$ 58,610.03	\$ 60,368.33	\$ 62,481.22
5	\$ 59,520.47	\$ 61,306.08	\$ 63,451.79
6	\$ 61,329.95	\$ 63,169.84	\$ 65,380.79
7	\$ 63,374.52	\$ 65,275.75	\$ 67,560.40
8	\$ 64,284.95	\$ 66,213.50	\$ 68,530.98
9	\$ 65,193.97	\$ 67,149.79	\$ 69,500.03
10	\$ 66,101.56	\$ 68,084.60	\$ 70,467.56
11	\$ 67,912.46	\$ 69,949.83	\$ 72,398.08
12	\$ 69,958.45	\$ 72,057.21	\$ 74,579.21
13	\$ 70,866.04	\$ 72,992.03	\$ 75,546.75
14	\$ 71,776.48	\$ 73,929.78	\$ 76,517.32
15	\$ 72,685.50	\$ 74,866.06	\$ 77,486.37
16	\$ 73,593.09	\$ 75,800.88	\$ 78,453.91
17	\$ 74,550.54	\$ 76,787.06	\$ 79,474.61



2 PERCENT

Monsignor Farrell High School Salary Chart for September 1,2022- August, 2023

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	52,023.83	52,466.32	52,910.12	53,574.51	54,018.31	54,459.51
2	52,910.12	53,353.91	53,795.11	54,459.51	54,903.30	55,345.80
3	53,795.11	54,237.61	54,682.70	55,345.80	55,789.60	56,232.09
4	54,682.70	55,123.90	55,567.69	56,232.09	56,675.88	57,117.08
5	55,567.69	56,011.49	56,452.69	57,117.08	57,559.57	58,003.38
6	57,329.90	57,774.99	58,217.49	58,880.58	59,324.37	59,766.88
7	59,324.37	59,766.88	60,209.37	60,875.05	61,318.85	61,760.05
8	60,209.37	60,653.16	61,095.65	61,760.05	62,203.84	62,646.34
9	61,095.65	61,537.09	61,983.24	62,646.34	63,090.14	63,532.63
10	61,983.24	62,424.44	62,869.54	63,532.63	63,976.42	64,417.62
11	63,745.45	64,189.24	64,630.44	64,760.09	65,738.63	66,182.42
12	64,678.46	66,182.42	66,624.92	67,288.02	67,733.10	68,175.61
13		67,114.13	67,511.21	68,175.61	68,619.40	69,060.59
14			68,444.21	69,060.59	69,504.38	69,946.89
15				69,946.89	70,390.68	70,833.17
16				70,879.89	71,276.97	71,718.17
17					72,207.38	72,651.17

2.5 PERCENT

Monsignor Farrell High School Salary Chart for September 1,2023- August, 2024

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$53,324.43	\$53,777.98	\$54,232.87	\$54,913.87	\$55,368.77	\$55,821.00
2	\$54,232.87	\$54,687.76	\$55,139.99	\$55,821.00	\$56,275.88	\$56,729.45
3	\$55,139.99	\$55,593.55	\$56,049.77	\$56,729.45	\$57,184.34	\$57,637.89
4	\$56,049.77	\$56,502.00	\$56,956.88	\$57,637.89	\$58,092.78	\$58,545.01
5	\$56,956.88	\$57,411.78	\$57,864.01	\$58,545.01	\$58,998.56	\$59,453.46
6	\$58,763.15	\$59,219.36	\$59,672.93	\$60,352.59	\$60,807.48	\$61,261.05
7	\$60,807.48	\$61,261.05	\$61,714.60	\$62,396.93	\$62,851.82	\$63,304.05
8	\$61,714.60	\$62,169.49	\$62,623.04	\$63,304.05	\$63,758.94	\$64,212.50
9	\$62,623.04	\$63,075.52	\$63,532.82	\$64,212.50	\$64,667.39	\$65,120.95
10	\$63,532.82	\$63,985.05	\$64,441.28	\$65,120.95	\$65,575.83	\$66,028.06
11	\$65,339.09	\$65,793.97	\$66,246.20	\$66,379.09	\$67,382.10	\$67,836.98
12	\$66,295.42	\$67,836.98	\$68,290.54	\$68,970.22	\$69,426.43	\$69,880.00
13		\$68,791.98	\$69,198.99	\$69,880.00	\$70,334.89	\$70,787.10
14			\$70,155.32	\$70,787.10	\$71,241.99	\$71,695.56
15				\$71,695.56	\$72,150.45	\$72,604.00
16				\$72,651.89	\$73,058.89	\$73,511.12
17					\$74,012.56	\$74,467.45

3 PERCENT

Monsignor Farrell High School Salary Chart for September 1,2024- August, 2025

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$ 54,924.16	\$ 55,391.32	\$ 55,859.86	\$ 56,561.29	\$ 57,029.83	\$ 57,495.63
2	\$ 55,859.86	\$ 56,328.39	\$ 56,794.19	\$ 57,495.63	\$ 57,964.16	\$ 58,431.33
3	\$ 56,794.19	\$ 57,261.36	\$ 57,731.26	\$ 58,431.33	\$ 58,899.87	\$ 59,367.03
4	\$ 57,731.26	\$ 58,197.06	\$ 58,665.59	\$ 59,367.03	\$ 59,835.56	\$ 60,301.36
5	\$ 58,665.59	\$ 59,134.13	\$ 59,599.93	\$ 60,301.36	\$ 60,768.52	\$ 61,237.06
6	\$ 60,526.04	\$ 60,995.94	\$ 61,463.12	\$ 62,163.17	\$ 62,631.70	\$ 63,098.88
7	\$ 62,631.70	\$ 63,098.88	\$ 63,566.04	\$ 64,268.84	\$ 64,737.37	\$ 65,203.17
8	\$ 63,566.04	\$ 64,034.57	\$ 64,501.73	\$ 65,203.17	\$ 65,671.71	\$ 66,138.88
9	\$ 64,501.73	\$ 64,967.79	\$ 65,438.80	\$ 66,138.88	\$ 66,607.41	\$ 67,074.58
10	\$ 65,438.80	\$ 65,904.60	\$ 66,374.52	\$ 67,074.58	\$ 67,543.10	\$ 68,008.90
11	\$ 67,299.26	\$ 67,767.79	\$ 68,233.59	\$ 68,370.46	\$ 69,403.56	\$ 69,872.09
12	\$ 68,284.28	\$ 69,872.09	\$ 70,339.26	\$ 71,039.33	\$ 71,509.22	\$ 71,976.40
13		\$ 70,855.74	\$ 71,274.96	\$ 71,976.40	\$ 72,444.94	\$ 72,910.71
14			\$ 72,259.98	\$ 72,910.71	\$ 73,379.25	\$ 73,846.43
15				\$ 73,846.43	\$ 74,314.96	\$ 74,782.12
16				\$ 74,831.45	\$ 75,250.66	\$ 75,716.45
17					\$ 76,232.94	\$ 76,701.47

3.5 PERCENT

Monsignor Farrell High School Salary Chart for September 1,2025- August, 2026

Step	BA	BA+15	BA+30	MA	MA+15	MA+30
1	\$ 56,846.51	\$ 57,330.02	\$ 57,814.96	\$ 58,540.94	\$ 59,025.87	\$ 59,507.98
2	\$ 57,814.96	\$ 58,299.88	\$ 58,781.99	\$ 59,507.98	\$ 59,992.91	\$ 60,476.43
3	\$ 58,781.99	\$ 59,265.51	\$ 59,751.85	\$ 60,476.43	\$ 60,961.37	\$ 61,444.88
4	\$ 59,751.85	\$ 60,233.96	\$ 60,718.89	\$ 61,444.88	\$ 61,929.80	\$ 62,411.91
5	\$ 60,718.89	\$ 61,203.82	\$ 61,685.93	\$ 62,411.91	\$ 62,895.42	\$ 63,380.36
6	\$ 62,644.45	\$ 63,130.80	\$ 63,614.33	\$ 64,338.88	\$ 64,823.81	\$ 65,307.34
7	\$ 64,823.81	\$ 65,307.34	\$ 65,790.85	\$ 66,518.25	\$ 67,003.18	\$ 67,485.28
8	\$ 65,790.85	\$ 66,275.78	\$ 66,759.29	\$ 67,485.28	\$ 67,970.22	\$ 68,453.74
9	\$ 66,759.29	\$ 67,241.66	\$ 67,729.16	\$ 68,453.74	\$ 68,938.67	\$ 69,422.19
10	\$ 67,729.16	\$ 68,211.26	\$ 68,697.63	\$ 69,422.19	\$ 69,907.11	\$ 70,389.21
11	\$ 69,654.73	\$ 70,139.66	\$ 70,621.77	\$ 70,763.43	\$ 71,832.68	\$ 72,317.61
12	\$ 70,674.23	\$ 72,317.61	\$ 72,801.13	\$ 73,525.71	\$ 74,012.04	\$ 74,495.57
13		\$ 73,335.69	\$ 73,769.58	\$ 74,495.57	\$ 74,980.51	\$ 75,462.58
14			\$ 74,789.08	\$ 75,462.58	\$ 75,947.52	\$ 76,431.06
15				\$ 76,431.06	\$ 76,915.98	\$ 77,399.49
16				\$ 77,450.55	\$ 77,884.43	\$ 78,366.53
17					\$ 78,901.09	\$ 79,386.02