



BELLMORE-MERRICK  
UNITED SECONDARY TEACHERS

# Know your CONTRACT

Understanding the contract language that protects your wages, benefits, job security and working conditions is important. Throughout the year, the Grievance Committee will work to put together these “Know Your Contract” bulletins in an effort to help members become more familiar with the contract. You can find the full contract in a searchable PDF online at [BMUST.org](http://BMUST.org)- see your Head Building Rep. for the password to the members only section.



## PARENT-TEACHER CONFERENCES

FOUND IN ARTICLE VII

Staff members are required to participate in one night meeting per year for the purpose of Parent-Teacher Conferences. The length of the evening is 3 hours, to be scheduled flexibly during a 5pm-9pm window.

You are entitled to:

- choose your preferred 3 hour time slot by coordinating with your chairperson or principal
- a 10 minute break during the 3 hour time slot
- extend your 3 hour time slot by an additional 30 minutes if your schedule is fully booked. In this case you would be compensated for the additional time at the class coverage rate.



## SICK LEAVE

FOUND IN ARTICLE X

Each teacher is credited with 16 days of sick leave per year. The unused portion can be accumulated up to a maximum of 225 days for sick leave, or 180 for the purposes of retirement:

- Four days per year for personal business- no more than two consecutively and not before or after a holiday without prior approval
- Five days for bereavement
- Five days for religious observance
- Two days for court appearances (documentation required)
- Ten days for adoption (documentation required)

New: Non-birthing parent shall have the right to utilize a maximum of ten days per year from accrued sick leave for the purposes of post-birth bonding, adoption and/or similar situations.



## MEETINGS

FOUND IN ARTICLE VII

Monthly staff meetings:

- Two meetings per month (90 min max after 9th period)
- Combined monthly total: 2½ hours max
- Four months will have a third meeting
- When there are three meetings, each limited to 60 min after 9th period
- No meetings on Fridays or days before holidays
- Maximum one meeting per week
- Full schedule posted first day of semester
- College/in-service course conflicts: may be excused with principal approval

Questions? →

Kristin Fusaro  
Chairperson, Grand Ave. MS  
[Grievance@BMUST.net](mailto:Grievance@BMUST.net)

Merrick Ave: Rosemarie Zannino  
Calhoun HS: David Goldberg  
Kennedy HS: Craig Papach  
Mephram HS: Diana Nigro

