

AGREEMENT

BETWEEN

HAUPPAUGE UNION FREE SCHOOL DISTRICT

AND

HAUPPAUGE TEACHERS ASSOCIATION

Effective:

July 1, 2014 through June 30, 2027

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PREAMBLE

The Board of Education of the Hauppauge School District and the Hauppauge Teachers Association agree that the educational welfare of the children of the District is paramount in the operation of the schools. The parties further agree that the development and fulfillment of educational programs of the highest quality require harmonious working relationships among the Board, the administration and the teaching staff.

ARTICLE I DEFINITIONS

- A. Board shall mean Board of Education of the Hauppauge School District.
- B. Superintendent shall mean the Superintendent of Schools or his/her designee of the Hauppauge School District.
- C. Association or HTA shall mean the Hauppauge Teachers Association.
- D. District shall mean Hauppauge Union Free School District.
- E. Teacher shall mean all full-time probationary and tenured, provisional and permanently certified members of the faculty except administrative and supervisory employees.

ARTICLE II RECOGNITION

The Board recognizes the Association as the exclusive bargaining agent for those members of the teaching staff and regularly employed nurses and part-time teachers and coaches, excluding administrators, daily paid substitutes and teaching aides and assistants who are appointed by the Board of Education, for the purpose of negotiating and participating in the administration of the Agreement concerning wages, hours and conditions of work, and the Association shall have the right to discuss any condition of work with the supervisors of the District.

ARTICLE III RIGHTS OF THE ASSOCIATION

- A. The Association shall have the right to:
 - 1. Use school buildings without cost at reasonable times for meetings. The standard procedure for requesting the use of school facilities shall be adhered to by the Association.
 - 2. Use faculty bulletin boards which shall be provided in each building, teacher

mailboxes, District courier services, and duplicating machinery provided that priority shall be given to school needs and that the operator shall be competent.

3. Appear and speak at faculty meetings for 10 minutes.

4. Appear and speak to new teachers on orientation day and to the entire faculty at the Superintendent's meeting on the first day of school.

B. The Board will transmit to the Association 20 copies of the minutes of official board meetings as soon as possible after each meeting. The official agenda for each board meeting will be transmitted to the Association the morning of the day prior to the meetings.

C. The Board of Education will provide a copy of this Agreement to all teachers at the time of employment and at the beginning of the first year of a multi-year agreement. The Board will also send 125 copies of this Agreement to the Hauppauge Teachers Association.

D. One copy of all policies of the Board and/or administrative regulations of the Superintendent bearing on the terms and conditions for the employment of teachers shall be given to the Association. These files shall be kept current by sending one copy of additional or revised policies to the Association immediately after adoption.

E. The Association shall designate an HTA building representative(s) and/or his/her (their) appointee who shall represent the Association in all matters pertaining to this Agreement and all matters of interest to the faculty of that building.

F. In order to perform his/her duties under this Agreement, the Association President will not be assigned non-teaching duties. Furthermore, the Association President shall be relieved of one teaching period for Union duties. Effective with the 2017-2018 school year, working in consultation with the Association President, every reasonable effort will be made to develop a teaching schedule conducive to addressing the Association President's teaching and Union responsibilities. If the President is from an elementary school, every attempt will be made to schedule special subject classes each day for the last period of the day, and the special subject teacher will be responsible for the dismissal of the class. The President of the Association, or his/her representative, shall be allowed to visit schools and investigate working conditions, teaching complaints, problems, or for other purposes relating to Association affairs. The President or his/her representative, upon his/her arrival, shall confer with the principal or his/her designee in order to facilitate the purpose of the visit. Whenever possible, the President shall give advance notice of his/her visit and on his/her arrival report his/her presence to the office. The Association and its officers recognize and agree that this privilege should not be abused and that at no time will this interfere with regular classroom duties. Effective with the 2017-2018 school year, the Association Vice President will be relieved of one assigned duty period, during which time (s)he will be released for Union duties.

G. The Association affirms that it will not assist or take part in a strike against the District. The District affirms that it will not cause, sanction or participate in a lockout against the Association and its members.

ARTICLE IV JOINT LABOR-MANAGEMENT COMMITTEE

Both parties acknowledge that the terms and conditions set forth in this Agreement cannot be changed unilaterally by the District or ignored by the Association. Nor can the Board of Education adopt or modify official written policies so as to violate the terms of this Agreement, or have an impact on salaries, hours, or other terms and conditions of employment without first giving the Association an opportunity to consult thereon.

In an attempt to minimize the problems that may arise during the terms of this Agreement and to mutually solve these problems, a Joint Labor-Management Committee shall be formed. The Committee will be made up of four people designated by the Association President and four people designated by the Superintendent. The Committee will have authority to discuss any and all problems that may arise. It will not have the authority to modify or change the collective bargaining agreement or to settle grievances. The Committee will operate from a prearranged agenda, and the chair will rotate between the parties on a meeting-by-meeting basis. The Joint Labor Management Committee will meet at least once a month. The parties by mutual agreement may arrange more frequent meetings or cancel meetings.

ARTICLE V PAYROLL DEDUCTIONS

A. The Board agrees to deduct from the salaries of its teachers dues for the Association as each teacher individually and voluntarily authorizes the Board to deduct and to transmit the monies promptly to the Association. Teacher authorization will be in writing in the form set below.

DESIGNATION AND PAYROLL DEDUCTION AUTHORIZATION

Social Security Number	<hr/>	
Last Name	<hr/>	<hr/>
	F.	M.
District Name	<hr/>	
Organization	<hr/>	

To the Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above organization, to deduct from my salary and transmit to that organization, dues as certified by the organization. I hereby waive all right and claim to the monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. I revoke any and all instruments heretofore made by me for such purposes. The authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing between September 1 and September 15 of any given year.

Member Signature: _____ Date: _____

B. By October 1, the Association will provide the District with a complete list of names of all teachers who request dues deduction. The Association will give the Board 30 days' written notice prior to the effective date of any change.

Deductions referred to in Section A above will be made in 16 equal installments beginning no later than November 1.

The Board will transfer to the Association, seven days after each monthly deduction, all monies due to it.

C. The Board of Education shall establish payroll deductions for professional dues, group insurance programs, tax-sheltered annuities, payroll savings bonds, Teachers Credit Union and all other mutually agreed upon items.

D. The District shall be empowered to make a payroll deduction of agency fee for all employees covered by this Agreement. The amount of the agency fee shall be determined by the HTA. The Association agrees to hold the District harmless against claims arising out of the deduction and transmittal of agency fees when there is a final adjudication by a court or arbitrator or PERB that agency fees should not have been deducted and/or transmitted to the Association.

E. The District shall provide a payroll deduction line for all NYSUT Member Benefits.

ARTICLE VI SUBCONTRACTING

The Superintendent of Schools or his/her designee shall notify the HTA President when a subcontract is contemplated. The HTA President shall have five school days from the date of notice during which he/she can request discussion of the potential subcontract with the Superintendent or his/her designee. At that discussion, the HTA President may

present arguments for the work being given to the employees represented by the Association under this Agreement. The District will have the right to proceed with the subcontract if the HTA President is unsuccessful in persuading the District to perform the work with current employees.

ARTICLE VII TEACHER EMPLOYMENT AND RECRUITMENT

A. The Board may grant credit on the salary schedule up to and including 10 years. The Board will grant current educational status to teachers. This does not preclude the Board from assigning new teachers to a higher step on the schedule if deemed appropriate by the Board. However, step placement shall in all instances be according to the prevailing contract.

B. Up to three years of military service will be substituted for relevant teaching experience. Ten months of military service constitutes one year on the salary schedule.

ARTICLE VIII VACANCIES

A. The District shall e-mail known vacancies to instructional staff at the earliest possible date after learning of the vacancy.

B. All appointments to the vacancies and openings shall be made without discrimination in regard to age, race, creed, color, religion, national origin, sex or marital status.

C. Prior to formal action by the Board of Education, the District shall notify the HTA of positions that are under formal consideration for abolition. Thereafter, the member of the unit, and if he/she elects a representative of his/her choosing, shall meet to discuss the abolition of the position. Subsequently, the District shall so inform the Association and the District and the Association shall meet, if requested by either, to discuss this matter.

ARTICLE IX TRANSFERS

A. Voluntary

1. Up to April 30 of each school year, the Superintendent shall e-mail known vacancies to instructional staff at the earliest possible date after learning of the vacancy which will occur during the following year.

2. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another building shall file a written statement of their desire with the building principal or designee, and the Assistant Superintendent for Personnel not later

than February 1. The statement shall include the grade and/or subject to which the teacher desires to be assigned and the school or schools to which he/she desires to be transferred in order of preference.

3. No later than May 1 of each school year, the Superintendent shall email a supplemental list of known vacancies that will occur during the following school year. No later than May 10, teachers may file an application for reassignment or transfer to positions listed on any list of vacancies. In filling any vacancy, the District shall consider any applications for transfer or reassignment then on file from teachers.

4. Building principals shall be informed by the Assistant Superintendent for Personnel concerning requests for transfers. The principal should be provided an opportunity to interview the transferee and make appropriate written recommendations.

5. In the determination of requests for voluntary reassignment and/or transfer, the convenience and wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and best interests of the school system.

B. Involuntary

1. Although the Board and the Association recognize that some involuntary transfer (from one school to another) or reassignment (within a school) may be unavoidable, they also recognize that frequent transfer or reassignment of teachers is disruptive of the educational process and interferes with optimum teacher performance.

2. Notice of an involuntary transfer or reassignment shall be given to teachers as soon as practicable and, under normal circumstances, not later than June 1. Where time permits, the District will notify the HTA of involuntary transfers two weeks prior to the giving of notice to the teacher. Volunteers will be considered by the District.

3. When involuntary transfers or reassignments are to be made, the District shall equally consider both the District's needs and seniority. Teachers involuntarily transferred will be moved to a comparable area. "Comparable" shall mean area of certification. Transfers shall not be discriminatory, arbitrary or capricious.

The decision of the Superintendent of Schools shall be final, provided the same is not arbitrary or capricious. The Superintendent's decision shall be subject to expedited review under the arbitration provisions of the grievance procedures at the request of the Association. Under ordinary circumstances, notice of transfer and/or reassignment shall be made for full year positions no later than August 15 and for half year positions no later than the end of the first week of January.

4. An involuntary transfer or reassignment will be made only after a meeting between the teacher involved and the Superintendent, or his/her designee, at which time the teacher will be notified of the reason.

5. A person affected by an involuntary transfer or reassignment should be given fair consideration in applying for his/her former position.

6. If a school closing or a reorganization, a joint committee, consisting of two people appointed by the Superintendent of Schools and two people appointed by the HTA, will be established to agree on a plan for an orderly transition of staff. If no agreement is reached within 20 days, then provisions B(1)-B(5) above shall apply.

C. Transfer List

As soon as practicable and under normal circumstances not later than one week prior to the close of the school year, the Superintendent shall make available to the Association a system-wide schedule showing the names of all persons who have been reassigned or transferred at that time and the nature of such reassignment or transfer.

ARTICLE X TEACHER SCHEDULES

A. In arranging schedules for teachers who are assigned to more than one school, efforts shall be made to limit the amount of interschool travel.

B. All teachers, including new teachers, shall be informed of their programs and schedules as known at that time for the coming school year prior to the close of the current school year.

Written notification will be given as soon as possible of any subsequent change in programs and schedules for the coming school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach and any special or unusual courses or assignments that they will have. Efforts will be made to schedule secondary teachers for not more than three consecutive classes, unless teacher initiated.

C. Prior to the end of the school year or before finalization of special area schedules, a meeting will be held with the building principal or appropriate supervisor and all special area teachers to discuss special area schedules for the year.

D. See Appendix F, Teacher Day and Hours.

E. The last three days of school at the elementary school level will be half days for students.

ARTICLE XI DISRUPTIVE CHILDREN

A. A child who threatens or engages in physical violence to himself/herself, his/her

fellow students, or a teacher may be directed by the teacher to report immediately to the principal or other designated supervisor under escort as is prescribed by the school. The pupil will not be returned to the classroom without consultation between the principal, the teacher, and other professional people, when deemed necessary and may be prosecuted under the provision of N.Y. State Criminal Law. The building principal shall make a written report and recommendation to the Superintendent of Schools.

B. Pupils who so seriously disrupt the classroom work as to impede effective instruction may be reported by the teacher to the principal or other supervisor. The report shall be in writing and shall contain substantiating data on the behavior of the child.

C. Upon receiving a report of violent or disruptive behavior, the principal or his/her designated representative shall make a suitable investigation and shall promptly initiate a course of action that will best serve the needs of the school and child.

D. If the problem is not resolved in this manner after available courses of action have been taken and a decision has been reached by the principal that the child still so seriously disrupts the classroom work as to impede effective instruction, the child shall be referred to other facilities within the school. If no facilities exist within the school, the principal shall refer the case to the Superintendent of Schools under existing procedures.

E. Each plan of action should involve the parent, the building principal, the teacher, the child and other appropriate personnel. No final decision or placement of care should be arrived at without this participation.

F. The Board will make reasonable efforts toward the creation of additional facilities and services for special care and training of children who are found not to be fitted for the conventional educational process.

ARTICLE XII PERSONAL INJURY BENEFITS, PROPERTY DAMAGE AND PROTECTION

A. Whenever a teacher is absent from school as a result of personal injury caused by an assault occurring in the course of his/her employment, he/she will be paid his/her full salary for the period of the absence and no part of such absence will be charged to his/her annual sick leave, except that the teacher shall not be protected by this clause in the case of contributory negligence.

The Board of Education shall have the right to have the teacher examined at its expense by a physician designated by the Board of Education for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing his/her duties. The opinion of that physician as to that period shall control.

B. The aggregate annual obligation of the District with regard to personal property that

has been damaged, stolen or destroyed as a result of an assault or malicious action, provided the damage occurs during the course of employment and is not the result of teacher negligence, shall not exceed \$4,000 per year for the life of this contract. All claims must be filed no later than June 30, at which time a committee consisting of a representative of the Association and the School Business Administrator shall meet to evaluate the claims. All claims shall be reduced by all applicable personal insurance receipts. Should the total approved claims exceed \$4,000, the approved claims shall be satisfied on a prorated basis. All claims shall be adequately verified and proven.

C. Notwithstanding any inconsistent provision of law, general, special or local, it shall be the duty of the Board of Education to save harmless and protect its teachers from financial loss arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person, or accidental damage to the property of any person within or without the school building, provided the teacher at the time of the accident or injury was acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of the Board of Education. The Board of Education, however, shall not be subject to the duty imposed by this section unless the teacher shall within 10 days of the time he/she is served with any summons, complaint, process notice, demand or pleading, deliver the original or a copy of the same to the Board of Education.

ARTICLE XIII TEACHING HOURS

A. The current practice with respect to the teaching hours necessary to fulfill the Board of Education responsibility of providing proper instruction and supervision shall be maintained.

B. When a special area teacher is in charge of an elementary school teacher's class, the regular teacher shall not be required to remain in the classroom. This section does not apply to inclusion settings.

C. When there are "out of the ordinary" demands placed upon a teacher for time over and beyond the regular workday and hours, as set forth in "A" above, the Superintendent of Schools or his/her designee may work out with the individual concerned and the Association a compensatory arrangement. No teacher shall be required to accept the arrangement or assignment.

D. Effective until March 28, 2017, when a teacher is required to take over the class of another teacher because a substitute teacher has not been obtained, although the school had notice of the teachers absence for the day one and one half hours before school commenced, the teacher will be paid an additional pro rata amount of his/her regular salary (amount depending upon the time the teacher takes over the class, but the takeover must be for at least one period). Effective March 28, 2017, when a teacher is required to take over the class of another teacher because a substitute teacher has not been obtained,

although the school had notice of the teacher's absence for the day one and one half hours before school commenced, the teacher will be paid an additional \$75, provided that the takeover is for at least one full period. This rate will not be increased unless otherwise negotiated between the parties. This compensatory arrangement shall also apply if during the school day a regular teacher is absent from class or classes, unless the absence is due to sudden illness or an emergency situation. If a teacher aide or teaching assistant is used in lieu of a substitute, the District shall hire a substitute teacher aide or teaching assistant.

Teachers assigned to cover a class alone in the event of the absence of the co-teacher in an inclusion setting will not be paid any additional compensation. The District shall endeavor to hire substitute teachers for these occurrences.

The above compensatory provision shall not apply in any emergency situation.

E. 1. Notwithstanding provisions of Article XX (A), a sixth course assignment at the secondary level shall be made on a voluntary basis during the teacher's duty period. If there are no volunteers, the District shall have the right to mandate a sixth course assignment at the secondary level during the teacher's duty period. Sixth course assignments by the District shall not be used to reduce staff.

2. Procedure: The District will first seek volunteers for sixth course assignments. If there are no volunteers, the District shall assign a sixth course assignment to teachers on a rotational basis within each department, which shall be limited to three science, foreign language, English, social studies and mathematics teachers and two teachers in all other areas.

3. The District may not assign a sixth course assignment to teachers for more than two years during a five year period. This period shall be calculated from the first date of assignment of a sixth course, unless the teacher volunteers for another sixth course assignment.

4. Teachers shall be compensated at an annual stipend of \$12,000 for a sixth course assignment. Effective with the 2018-2019 school year, the stipend will be increased to \$12,120. Effective with the 2020-2021 school year, the stipend will be increased to \$12,241. Effective with the 2022-2023 school year, the stipend will be increased to \$12,364. Effective with the 2024-2025 school year, the stipend will be increased to \$12,487. Any future increases to the sixth course assignment stipend must be negotiated.

F. Part-Time Faculty. Full-time probationary or tenured teachers (active or on leave) employed by the District may request to work part-time. Part-time positions shall be based upon the educational program needs of the District and shall be offered at the sole discretion of the Superintendent of Schools.

1. Any full-time teacher who agrees to work on a part-time basis shall be placed on a one year leave of absence from his/her full-time position. The employee must submit

a request in writing for both the leave of absence and consideration for part-time employment.

2. All part-time positions will be for one school year (September – June). Teachers interested in consideration for part-time employment must re-apply for each school year.

3. Work Schedule: The hours of work for part-time employment shall be prorated in accordance with the Full-Time Equivalent (FTE) required for the assignment.

a. Secondary Level

i. The (.6) teacher would be responsible for 15 of the 25 instructional periods in a week and would be assigned 3 duty periods and 3 prep periods per week.

ii. The (.4) teacher would be assigned 10 instructional periods in a week and would have 2 duty periods and 2 prep periods per week.

b. Elementary Classroom Teachers

i. The (.5) teacher would be responsible for working half of the elementary classroom instructional day and would be assigned half of the duty periods and prep periods per week.

c. Elementary Special Area Teachers

i. The (.5) teacher would be responsible for 15 of the 30 instructional periods in a week and would be assigned half of the duty periods and prep periods per week.

4. Seniority for a part-time teacher shall accrue on a pro rata basis in accordance with the FTE required for the assignment. Based upon a 10 month work year, the (.6) teacher would accrue 6 months of seniority while the (.4) would earn 4 months.

5. Teachers working 40% or more shall be entitled to the same level of benefits to which they were entitled as full-time teachers.

ARTICLE XIV CLASS SIZE

Consistent with available facilities, the need for experimentation and educational innovation, and allowing for reasonable enrollment at the start of the year, the parties agree upon the following class size:

Average class size District-wide at the K-6 level will be between 25 and 30.

Average class size at the secondary level (Middle School and High School) will be between 25 and 30, excluding special areas and performing music.

ARTICLE XV TEXTBOOKS AND SUPPLIES

- A. The District shall provide as far as possible sufficient textbooks, instructional supplies and equipment for teachers prior to the opening of the school year.
- B. The current Board policy relating to teacher participation in textbook selection shall be continued during the life of this Agreement.
- C. When budgetary cuts for materials are proposed, teachers shall be provided an opportunity to review the budget cuts with the immediate supervisor.

ARTICLE XVI TEACHERS' RIGHTS

The private and personal life of any teacher is not within the appropriate concern or attention of the Board of Education except when it impairs the teacher's effectiveness in the classroom or position. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no legal religious or legal political activities of any teacher or the lack thereof shall be grounds for discipline or discrimination with respect to the professional employment of teachers.

A. Academic Freedom

- 1. The nature of American democracy demands that citizens be able to listen to all sides of a controversial issue, sort out the facts and arrive at independent conclusions. Students in school, therefore, have a right to be exposed to issues that are within their intellectual grasp and are under current debate in our society.
- 2. This right of students imposes certain obligations upon the Board, the teachers, the administration and the community.
- 3. The Board will continue through its policies to employ capable teachers, supply them with the necessary teaching materials and maintain an atmosphere of academic freedom in the Hauppauge schools.
- 4. The teachers and administration through their councils, committees and departments are responsible for determining when and how to deal with controversial issues.
- 5. In cases where a clear-cut decision regarding the teaching of a controversial issue cannot be reached, it will be incumbent upon the administration to assist in reaching that decision. The role of the administration will be extended to include approval of and responsibility for any non-school personnel invited to present a viewpoint to the students.

6. The community has a right to expect that controversial issues will be presented in a fair and unbiased manner.

7. Notwithstanding any provision of this policy, no constraint shall be placed upon members of the professional staff in the free and complete expression of their individual opinions, so labeled, on controversial issues consistent with professional ethics and good teaching methods.

B. Personal Teacher File

1. The Board of Education will only examine teacher files while acting as a corporate body, and it will be the Board's responsibility to keep any information obtained from these files confidential and inviolate.

2. No material relating to a teacher's character or performance of duties, except confidential materials relating to pre-employment, recommendations and records, shall be placed in a teacher's personal file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read the materials by affixing his/her signature on the actual copy to be filed with the understanding that the signature merely signifies that he/she has read the material to be filed. The signature does not necessarily indicate agreement with its content. Material may be placed in a teacher's folder after refusal to sign upon the expiration of 10 school days.

3. The teacher shall have the right to answer any material filed and his/her answer shall be placed in his/her personal file attached to the material.

4. Upon request from the teacher, he/she shall be given access to his/her file, except that pre-employment information may not be examined or answered.

5. Upon receipt of a written request, the District shall furnish the teacher a reproduction of any material in his/her file at no expense to the District, except confidential materials relating to pre-employment materials.

C. Any educational or career benefit or opportunity offered to any member of the bargaining unit shall be offered to every member on the same basis.

D. Contract benefits shall apply to extended substitutes after 30 consecutive days in the same position. If an extended substitute returns to the same position in the same or subsequent year, the 30 consecutive day requirement shall only be required once.

E. No parental letters whether they be positive or negative, may be placed in a teacher's personnel file nor may an administrator make direct reference to those letters.

ARTICLE XVII TEACHER EVALUATION

A. Introduction

All monitoring or observation of the work performance of a teacher shall be conducted openly and with the full knowledge of the teacher, and in accordance with the Regulations of the Commissioner of Education.

The use of public address or audio systems and similar surveillance devices shall be strictly prohibited.

It is the prime purpose of observations and evaluations to highlight a teacher's strengths and weaknesses so that a teacher will benefit from the observation-evaluation.

B1. Procedures for Unit Members Not Subject to §3012-c (effective September 1, 2016, § 3012-d)

The procedures set forth herein shall only apply to unit members who are not subject to Section 3012-c (effective September 1, 2016, § 3012-d) of the Education Law, nor Subpart 30-2 (effective September 1, 2016, Subpart 30-3) of the Rules of the Board of Regents.

Observations shall occur at least four times a year for non-tenured teachers and at least twice a year for tenured teachers. *Observations may be announced or unannounced.* Observations may be conducted consecutively and an individual observation and consecutive observations shall be reduced to writing separately. Observation reports may refer to each other.

The evaluator may meet with the teacher for a pre-observation conference in addition to the observation and a post-observation conference. The evaluator may also request a written pre-observation conference worksheet prior to conducting an announced observation. The teacher shall have the option of developing and submitting a lesson plan in lieu of the written pre-observation conference worksheet.

Following the observation, the evaluator shall meet with the teacher to discuss the lesson as soon as feasible and under normal circumstances not later than five school days following the observation.

If an evaluator finds a teacher lacking, the reasons shall be given in specific terms, and an identification of the specific ways in which the teacher is to improve and the assistance to be given by the evaluator and other staff members will be included. Effective September 1, 2016, following the observation, the evaluator shall meet with the teacher to discuss the lesson as soon as feasible and under normal circumstances not later than 10 school days following the observation.

A teacher will be given a copy of any evaluation reports prepared by his/her superior, and the teacher will have the right to discuss the report with his/her superiors before it is submitted to central administration or placed in his/her personnel file. The teacher will have a maximum of 20 school days from the date the teacher receives the final written observation or evaluation to submit a rebuttal or a statement about the observation or evaluation.

Each teacher, upon his/her employment or at the beginning of the school year (whichever is later), shall be apprised of the specific criteria upon which he/she will be evaluated. No criteria shall be used which has not been previously known by the teacher.

Written observation and evaluation reports will be limited to classroom and related activities that take place during the regular school day or at times germane to the teacher's teaching assignment. These reports will be based upon direct and objective observation.

There shall be an annual evaluation that shall clearly denote the teacher's overall status in the eye of the evaluator. It shall include a review of all observation and evaluation reports and shall make reference to the other responsibilities that combine to make up the total teacher's role.

Non-participation in a voluntary activity shall not be a valid consideration when evaluating a teacher.

Any teacher who is performing so poorly in the eyes of the supervisors as to be undesirable for re-employment shall be frankly informed of this fact in accordance with the provisions of the statutes of the Education Law of New York State.

B2. Procedures for Unit Members Subject to §3012-c (effective September 1, 2016, § 3012-d)

The procedures set forth herein shall only apply to unit members who are subject to Section 3012-c (effective September 1, 2016, § 3012-d) of the Education Law and Subpart 30-2 (effective September 1, 2016, Subpart 30-3) of the Rules of the Board of Regents. Nothing contained herein shall conflict with, nor be determined to conflict with the District's APPR Plan, which is not incorporated by reference into this agreement. If it is determined that a conflict exists, the District's APPR Plan shall govern.

Observations shall occur at least four times a year for non-tenured teachers and at least twice a year for tenured teachers. Non-tenured teachers shall receive three announced and one unannounced observation. Effective September 1, 2016, non-tenured teachers shall receive two announced and two unannounced observations. Tenured teachers shall receive one announced and one unannounced observation. Observations may be conducted consecutively and an individual observation and consecutive observations shall be reduced to writing separately. Observation reports may refer to each other.

When an observation is announced, the evaluator shall meet with the teacher for a pre-observation conference in addition to the observation and a post-observation conference. The evaluator will also request a written pre-observation conference work sheet prior to conducting an announced observation. For unannounced observations, there will be no pre-observation conference.

Following the observation, the evaluator shall meet with the teacher to discuss the lesson as soon as feasible and under normal circumstances not later than five school days following the observation. Effective September 1, 2016, following the observation, the evaluator shall meet with the teacher to discuss the lesson as soon as feasible and under normal circumstances not later than 10 school days following the observation.

If an evaluator finds a teacher lacking, the reasons shall be given in specific terms, and an identification of the specific ways in which the teacher is to improve and the assistance to be given by the evaluator and other staff members will be included.

A teacher will be given a copy of any evaluation reports prepared by his/her superior, and the teacher will have the right to discuss this report with his/her superiors before it is submitted to central administration or placed in his/her personnel file. The teacher will have a maximum of 20 school days from the date he/she receives the final written observation or evaluation to submit a rebuttal or a statement about the observation or evaluation.

Each teacher, upon his/her employment or at the beginning of the school year (whichever is later), shall be apprised of the specific criteria upon which he/she will be evaluated. No criteria shall be used that has not been previously known by the teacher.

Written observation and evaluation reports will be limited to classroom and related activities that take place during the regular school day or at times germane to the teacher's teaching assignment. These reports will be based upon direct and objective observation.

There shall be a comprehensive summative evaluation. It shall include a review of all observation and evaluation reports and shall make reference to the other responsibilities that combine to make up the total teacher's role.

Non-participation in a voluntary activity shall not be a valid consideration when evaluating a teacher.

Any teacher who is performing so poorly in the eyes of the supervisors as to be undesirable for re-employment shall be frankly informed of this fact in accordance with the provisions of the statutes of the Education Law of New York State.

C. Committee

Evaluation forms shall be considered for development or modification by the parties'

APPR Committee.

ARTICLE XVIII SCHOOL FACILITIES

It will be the policy of the Board of Education to include the following facilities in all existing buildings:

- A. Space in each building in which teachers may store belongings, instructional materials and supplies.
- B. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials.
- C. An appropriately furnished room to be used as a faculty lounge. This room shall be in addition to the aforementioned work area.
- D. A lunch room for faculty use, separated from the student cafeteria.
- E. Each school shall have at least one teacher work area containing functioning equipment (typewriter and duplicator) and to aid in the preparation of instructional materials.

ARTICLE XIX LEAVES OF ABSENCE

A. Sick Leave

- 1. Teachers will be granted 11 days of personal sick leave per year with unlimited accumulation.
- 2. In the event of a teacher absence of more than three consecutive school days due to personal illness or the absence of a teacher due to family illness for more than two days, the Superintendent of Schools may require proof of illness in the form of a medical certificate or statement from the attending physician that will be subjected to review by a school physician or a consultant designated by him/her.
- 3. In unusual circumstances, the Superintendent may, with approval of the Board of Education, grant further extended sick leave upon such terms, conditions and compensation as the Board of Education may specify.
- 4. When an employee leaves during the year, sick leave will be prorated according to the time employed. This proration for sick time will be at the rate of one day for each month of service.
- 5. A teacher who has been paid for leave not earned shall reimburse the District

all money received in excess of that to which he/she was properly entitled.

6. By October 15 of each year, each member of the unit shall receive in writing notification stating the number of accumulated days of sick leave accrued as of September 1 of the school year. Upon reasonable request, members of the unit will have an opportunity to review their attendance record.

7. The present practice for notification of teacher absences shall continue. Teachers will notify the Building Principal's office or the substitute call-in service in the event of emergencies for all absences. Teachers shall notify the Building Principal as soon as possible of anticipated absences.

8. Any excessed teacher who leaves the District shall be paid \$75 per day for unused sick days. If a teacher requests payment during the month of July, that teacher shall not be entitled to reclaim those unused sick leave days, if recalled. However, if an excessed teacher is recalled by the end of the second week of school in the following school year after the teacher was excessed, and if the teacher has not exercised the option to receive \$75 per day for unused sick leave, the teacher shall have the option to either be paid for unused sick leave days at \$75 per day or to reclaim the unused sick days previously accrued. If the teacher is not recalled by the end of the second week of school in the September following the date of excessing, he/she shall be entitled only to receive the \$75 per day for unused sick leave previously accrued. An extended substitute cannot be an excessed teacher under this provision. The \$75 per day provision shall also apply to teachers with 20 years of service in the District who are not eligible for retirement and who are not terminated for cause.

9. Teachers shall be charged a full sick day if they work less than four periods at the Middle School and High School, or less than one-half of the teacher day at the elementary school.

B. Sick Leave Bank

1. Each employee shall contribute one sick day to a Sick Leave Bank in the first year only. The District shall contribute a matching day for each employee covered by the Agreement to a Sick Leave Bank in the first year only.

2. The Sick Leave Bank, upon its exhaustion, shall cease to exist.

3. The Sick Leave Bank shall be administered as follows:

- a. Upon the exhaustion of accrued sick leave, an employee may apply for use of the Sick Leave Bank during the 30 day grace period prior to the inception of the present half day of pay and disability coverage. It is understood that the rate of pay during this 30 day period shall be at the rate of the regular employee who is absent.

b. The District and HTA shall jointly administer the Bank.

C. Family Illness

A maximum of four of the teacher's personal sick days may be applied to cover any single illness in the immediate family. "Immediate family" means wife or husband, children, parents, grandparents, parents-in-law, brothers, sisters, or any member of the employee's family living within his/her household.

D. Death in Family

1. A maximum of five days will be granted due to a death in the immediate family. These days are not to be deducted from sick leave.

2. For the death of a relative (other than immediate family) one day will be granted, not deductible from sick leave. Effective March 28, 2017, a second day, if requested, will be granted, which will be deducted from accrued sick leave.

E. Personal Day

1. All employees shall be granted three personal days nondeductible from sick leave.

2. Unused personal leave shall be cumulative for sick leave purposes only. For retirement or death benefit, unused personal leave may be included up to the cumulative total of 190 days maximum as presently provided.

3. The present required personal day form shall continue in force with the exception that the section for reasons is to be deleted.

4. Personal days may not be used solely to extend a vacation period or a holiday period.

F. Jury Duty

A teacher required to serve as a juror or under subpoena shall be paid full salary, without deduction from sick leave during the period of service. The teacher will remit to the District the total per diem jury duty fees paid for jury service. Reimbursement for travel will be retained by the teacher.

G. Professional Conference Leave

With prior approval, the following professional days may be granted solely at the

discretion of the Superintendent of Schools:

1. Delegate to New York State Retirement Board, New York State United Teachers Association, or National Education Association or A.F.T. or A.F.L.-C.I.O. (nondeductible).
2. To attend a professional workshop, seminar, conference or training lab (nondeductible).
3. Visitation for purpose of observing teaching methods and techniques (nondeductible).

H. Return from Leave of Absence

When a teacher returns from a leave of absence, he/she shall be placed in a position comparable to that which he/she left, if available. If not available, he/she shall be placed in the nearest comparable position available for which he/she is qualified so long as the action of the District is not discriminatory, arbitrary nor capricious.

I. Exchange Teaching

Employees who have successfully completed five years of satisfactory service in the District on a regular teacher's schedule shall be eligible for a leave of absence for a period of one full semester or one year after they have filed a written request for the leave of absence at least six months prior to the beginning of the requested leave, and the leave has been granted on the recommendation of the Superintendent.

1. If the exchange teaching leaves involve the use of a teacher from outside the District as a replacement for the employee on leave, the replacement must be approved by the Superintendent before the leave can be granted.
2. Exchange teacher will be compensated by his/her school system, and the teacher by the District.

Credit for the salary schedule shall be given for time spent in exchange teaching.

The granting of leaves of absence shall be determined by the Superintendent on a basis of the value of such leaves to the Hauppauge system.

J. Sabbatical Leave

1. Philosophy

The District believes in the benefits derived from a sabbatical leave policy that offers staff the opportunity for broadening professional knowledge and experience. Further, it is the District's belief that this opportunity for professional growth will be reflected in greater effectiveness and returns in the teaching-learning situation.

2. Purpose

A request for sabbatical leave by a member of the professional staff is for the purpose of advanced study, for research or for travel related to professional growth and development.

3. Eligibility

a. A staff member must have been employed for a period of at least seven years in the District prior to applying for the sabbatical leave.

b. An applicant must comply with the established administrative procedures and requirements.

c. A maximum of 3% of the professional staff may be on sabbatical leave at any one time. Seniority in the District is one of the factors considered in the case of an excessive number of applicants.

4. Stipulations

General

a. A sabbatical leave may be requested for either a period of one school attendance year, or for one semester. One semester is defined as a 20 week attendance period for the local school district or three consecutive summers.

b. The recipient of a sabbatical may not receive compensation for any full-time employment during the period of the leave.

c. The contract and salary considerations for the person on sabbatical will continue as though the person were in actual attendance in the District.

d. The person granted the sabbatical must sign the Guarantee of Future Service form.

Teaching

- a. An applicant having been granted a sabbatical leave for a period of one year will receive 75% of his/her regular salary for that year.
- b. An applicant having been granted a sabbatical leave for a period of one semester will receive 100% of his/her regular salary for that period.
- c. An applicant may be granted a sabbatical leave for a one semester period that may be taken during three consecutive summers. Remuneration shall be biweekly each summer at the rate of one-sixth of the teacher's salary during the year in which the sabbatical leave is granted.
- d. Any grant of remuneration other than tuition or subsistence allowance will be deducted from his/her salary prior to the granting of sabbatical income.

Furthermore, the individual agrees to return for a period of two years or repay the District for the sabbatical income upon abrogation of this clause (EXCEPTION: any extenuating circumstances to be determined by the Board of Education upon appeal of the individual involved).

5. Procedures

- a. An applicant for a sabbatical leave must make the formal application by February 1 of the preceding school year.
- b. The application will be submitted directly to the office of the Assistant Superintendent for Personnel.
- c. All applications will be reviewed and placed in rank order for the Superintendent's recommendation by a committee consisting of representative teachers (one Elementary, one Middle School and one Senior High School), selected by the HTA President, the Assistant Superintendent for Personnel, the Assistant Superintendent for Instruction and the applicant's building principal and immediate supervisor, if considered appropriate.
- d. The Superintendent of Schools will notify each applicant of the disposition of the application for sabbatical leave by March 1.
- e. The Superintendent shall have the right to deny any request for sabbatical leave based upon an economic reason or program need.

K. Pre and Postpartum Disability and Child Care Leave

- 1. Pregnant teachers shall be permitted to use accumulated sick leave for pre

and postpartum disability incident to their pregnancies.

2. Teachers shall be permitted a child care leave for a maximum of one year, or for the balance of the school year within which the child is born, or adopted, together with an additional school year next following the year in which the child is born or adopted. An additional child care leave year may be granted at the discretion of the Board of Education.

3. The teacher requesting unpaid child care leave must do so within six weeks of the adoption or birth of the child, or eight weeks, where applicable, based upon the method of delivery. In making the request, the teacher shall indicate whether the teacher intends to return the first day of the school year or the first day of the second half of the school year in accordance with Article XIX(K)(2).

A teacher granted unpaid child care leave must provide the District with notification of his/her intention to extend the leave under Article XIX(K)(2) by March 1.

L. Attendance Bonus

Commencing with the 2017-2018 school year, an employee who uses no sick or personal leave in a school year will receive a \$500 bonus, minus applicable taxes and withholdings, to be paid within 30 calendar days of the end of that school year.

ARTICLE XX
TEACHERS WORK LOAD

A. Teachers at the secondary level shall not be assigned more than an average of 25 classroom instructional periods per week in the course of a year. The assignment of science teachers shall likewise be on the basis of an average of 25 classroom instructional periods per week.

B. The above provision shall not be applicable to instrumental music, reading and other special area teachers or personnel who normally provide instructional services to individual students or small groups in periods of varying length.

C. Block Scheduling

The District and the Association shall establish a committee to study block scheduling. The committee shall consist of three members appointed by the Superintendent of Schools and three members appointed by the Union President. The committee shall issue its report on or before December 31, 2004 to the Superintendent for his/her review. Effective March 28, 2017, this subsection C will be deleted.

ARTICLE XXI NONTEACHING DUTIES

The Board of Education and the Association acknowledge that a teacher's primary responsibility is to teach and that his/her energies should, to the extent possible, be utilized to this end.

A. The assignment of nonteaching duties will take into consideration the most prudent use of personnel in order to effect satisfactory supervision of students while in school.

B. Professional Development Time

STAFF EMPLOYED FOR THE FIRST TIME DURING 2003-2004 SCHOOL YEAR AND THEREAFTER (Including teachers returning to the employ of the District following a prior termination except for excessing.) Effective March 28, 2017, this paragraph will be deleted.

Each teacher in the District will be required to participate in 25 hours of professional development on an annual basis in addition to their attendance at the meetings referred to in Appendix "D" paragraph (D). Professional development activities include the following activities to which staff may be assigned by the administration:

- Committee work, District-wide
- Curriculum workshops
- Pilot program training
- Collaborative presentation along with guest speakers within framework of meetings - departmental, faculty, grade level
- Professional development conferences (BOCES, etc.)
- Shared decision-making training
- State assessment and scoring conferences
- Formal teacher mentoring participation
- Instructional support team training
- Teacher center - degree or in-service courses
- Supervision of student teachers
- Teacher presentations - in District, outside District
- Public presentations
- Peer mediation training
- Peer review
- Reading Recovery
- Inter/intra school visitations
- Portfolio development
- Collegial circle time
- Peer Partnering
- Action Research
- APPR training

C. Cafeteria aides will be assigned to each school.

D. Cafeteria duty in the elementary schools will be conducted by teacher aides, supervised by a member of the professional staff as required by Article XV of the Regulations of the Commissioner of Education.

E. Cafeteria/Recess duty for teachers at the Middle School will be limited to two teachers during each student lunch period on a monthly rotational basis for those teachers whose duty periods are during student lunch periods. Teachers assigned cafeteria duty at the Middle School shall initially supervise students in the cafeteria and then supervise students in the yard. During inclement weather, if students are in the cafeteria, teachers will continue their duty in the cafeteria.

F. Use of Electronic Media

Notwithstanding any other provision of this contract, if a District computer is accessible, teachers shall be required to:

- Use e-mail.
- Use e-mail and/or use designated website(s) for notice of vacancies.
- Use computer forms in lieu of paper for required administrative filings.
- Post homework assignments, attendance and grade reporting on District designated website(s).

ARTICLE XXII INSURANCE

A. Disability Insurance

A disability insurance policy will be provided for all members of the teaching staff and will allow for continuous 66 2/3% income if the individual remains disabled until age 65. A customary six month grace period precedes the inception of the disability benefits. During the six month period of ineligibility for disability insurance, any illness that continues beyond 30 calendar days from the end of accumulated sick leave would be compensated by the District for any portion of the remainder of the six month period at a rate equal to one-half the regular salary. A doctor's report would be required to support the claim.

All rights regarding disability insurance are not applicable to new teachers in the District unless they have actually taught during the school year.

During the 30 day "grace" period that follows the exhaustion of a teacher's sick leave and prior to the time that the insurance company picks up the disability insurance, the District has the right to have the disabled party examined by a school physician to determine the extent of the disability and to ascertain whether the disabled party should be entitled to the one-half pay clause that the District must bear until the insurance company enters into the picture.

B. Health Insurance

1. The District health insurance plan will be the New York State Empire Plan (Core Plan Plus Medical and Psychiatric Enhancements). The selection of a plan administrator will be made in conjunction with HTA. All employees hired on or before March 28, 2017 will contribute 15% of the premium for individual and family health insurance coverage, as applicable. This percentage will be increased as follows:

<u>Effective Date</u>	<u>Employee Contribution</u>
July 1, 2019	16%
July 1, 2020	17%
July 1, 2021	18%
July 1, 2022	19%
July 1, 2023	20%

All employees first hired by the District after March 28, 2017 will contribute 25% of the premium applicable to individual and family health insurance coverage."

2. The District shall maintain a Section 125 Flex Plan per the rules of the IRS for contributions.

C. Health Insurance Declination

1. Teachers who decline either individual or family health insurance coverage for one year shall receive one-half the savings to the District as a bonus. Teachers who decline coverage shall receive 46% of the health care premium as set forth in paragraph two below. A teacher may re-enter the health insurance program when permitted by the carrier, but in no event shall the teacher be eligible for the bonus unless the declination has been in effect for at least one year. The District and the HTA shall establish the open period for declination in time for the budget.

2. The rate shall be based upon the January 1, 2007 New York State Empire Plan premium dollar rate for individual and family coverage as follows:

New York State Empire Plan

Individual Coverage:	46% of \$6,778.08
Family Coverage:	46% of \$14,376.84

3. In the event that an employee selects an HMO or HIP insurance plan and thereafter waives coverage of the plan, the employee shall only be entitled to the health insurance declination for the above-referenced rates of the New York State Empire Plan.

4. Employees who are hired on or after March 28, 2017 are ineligible for the health insurance declination bonus.

D. Health Insurance for Retirees

Employees who retire after June 30, 2002 shall have 60% of individual or family health insurance paid for by the District until they reach age 65 with wrap-around paid for by the District. Employees who retire after June 30, 2014 will not be eligible for the wrap-around plan.

For employees who retire after June 30, 2002, the District will pay the minimum required by the State for individual or family health insurance after age 65.

E. Life Insurance

The District shall provide life insurance in the amount of \$15,000 to all members of the bargaining unit.

F. Dental Insurance

1. The District operates a self-insured dental plan through Sele-Dent, Inc. The District shall pay 75% of the monthly cost of family coverage and 100% of the monthly cost of individual coverage.

2. The District and the Association shall meet to discuss a new dental plan following ratification of the 2006-2011 contract. The District will obtain costs and review the proposals received for a new dental plan in accordance with its procurement policies. Provided a new dental plan does not increase annual costs to the District or create any liability for the District under its existing agreement, and may be implemented equally to all School District employees entitled to receive coverage, the District will be willing to change its existing dental plan.

3. Pending the review of proposals for dental insurance received by the District as discussed in paragraph two above, and until the District can withdraw from its current plan without penalty or increased cost to the District, the current dental plan shall remain in force and effect.

G. Extended Leave Insurance

The District agrees that for a period of one calendar year, other than sabbatical leave, a teacher may elect to be covered by any or all insurance benefits currently in effect at his/her own expense.

ARTICLE XXIII
RETIREMENT

A. Retirement Benefit

Upon retirement or disability of a current full-time employee, a retiring teacher shall be entitled to receive, as a retirement benefit, a non-elective employer contribution by the District to the account established under Section 403(b) of the Internal Revenue Code of 1986, as amended (the "Code") of the eligible retiring teacher upon the terms and conditions of this paragraph. Under no circumstances, other than as specifically provided herein, shall any retiring teacher or his/her estate receive any benefit described in this paragraph in cash, and the receipt of all benefits shall be governed by the terms and conditions herein.

1. To be eligible to receive benefits under this paragraph, a teacher must either be disabled and thereafter retire or satisfy the eligibility requirements for retirement under the New York State Teachers' Retirement System (TRS) and must notify the District in writing of the teacher's intention to separate from the District by March 15 of the year of separation. Teachers who fail to provide written notice by March 15 of the retiring year (unless this requirement is waived by the District for a teacher who has experienced a significant personal crisis) shall not be entitled to receive this benefit under this paragraph.

After receipt of this notice, the District shall calculate the value of an eligible teacher's benefit, which shall be equal to the number of the teacher's accumulated unused sick days computed in accordance with Article XIX-A.4 of the Agreement multiplied by his/her final year's salary at the rate of 1/200th for each day accumulated up to a maximum of 190 days (referred to as the "Retirement Benefit Amount"). For teachers hired on or after March 28, 2017, the Retirement Benefit Amount will be equal to one half of the teacher's accumulated unused sick days computed in accordance with Article XIX-A, 4 of the Agreement, multiplied by his/her final year's salary at the rate of 1/200th for each day accumulated, up to a maximum of 95 days.

2. The Retirement Benefit Amount shall be provided by the District for the benefit of a retiring teacher in accordance with the following:

- (i) No later than 30 days after the effective date of the teacher's retirement, the District shall make an employer non-elective, non-discretionary contribution to the Code Section 403(b) account of the eligible retiring teacher in an amount up to the limitations of Code Section 415 as applicable to Code Section 403(b) plans under Code

Section 403(b)(1) and 403(b)(3) for the year in which the contribution is made.

- (ii) If any portion of the Retirement Benefit Amount remains after the District (employer) non-elective, non-discretionary contribution, the remaining balance, if any, shall be paid to the eligible retiring teacher as compensation in a lump sum no later than 30 days of the effective date of retirement.

3. The non-elective employer contributions, as specified above, shall be contributed to such Code Section 403(b) account as may be selected by an eligible retiring teacher to receive employer contributions pursuant to all of the terms specified herein. If a teacher does not designate a Code Section 403(b) account or if the account designated will not accept an employer non-elective contribution for any reason, then the District shall deposit the contribution, in the name of the eligible retiring teacher, into an account established with a Code Section 403(b) provider that will accept the contribution. Each eligible teacher or retired teacher shall notify the District in writing of the total elective contributions, if any, made by the individual to any Code Section 403(b) account, other than with respect to contributions made as an employee or former employee of the District, for any plan year in which a District contribution is to be made. The notification shall be provided no later than 30 days prior to each required date of contribution.

4. The HTA acknowledges that the District has made no representation to the HTA or its members as to the position of the Internal Revenue Service (IRS) or the Courts regarding the taxability or tax-deferred nature of the non-elective employer contribution provided hereunder or as to the position of the TRS regarding whether these contributions will be included in the member's final average salary (FAS). The District shall fulfill any applicable legal obligations in processing and reporting these contributions to the TRS. In this regard, the HTA and its members shall be responsible for their own liabilities to the extent that the IRS or the Courts either re-characterizes or denies the intended tax treatment of the contribution and further, shall hold the District harmless if either of such events shall occur.

5. The District has established the New York State Deferred Compensation Plan, a Code Section 457 Plan, for the benefits of employees.

B. Retirement Incentive

A retirement incentive shall be provided as follows:

1. Teachers retiring under this agreement shall receive a \$10,000 incentive.
2. To qualify for the above benefit, an employee must officially, by January 15 of the last year of service, notify the District of his/her pending retirement. This will be waived for employees retiring for medical reasons upon the recommendations of a school

physician. Upon reaching the first eligibility to retire without penalty from the TRS, employees must exercise the option during the first applicable year.

3. All employees may take advantage of this incentive upon reaching retirement. This option is limited to a one time only election by the employee.

4. Effective March 28, 2017, this subsection B will sunset, be deleted and of no further effect, except for the District's obligation to make payments as set forth herein. The District has no obligation to negotiate an extension or renewal of this subsection's terms.

C. Retirement Incentive During 2014-2027 Agreement

Notwithstanding any contrary provision of the Agreement, the following incentive will be provided to an employee who retires effective June 30 of the school year in which he/she is first eligible, without an age-related reduction to his/her pension factor:

1. The employee will receive a \$25,000 incentive, minus any applicable taxes and withholdings, to be paid within 30 calendar days of his/her retirement from the District.

2. The District will contribute 75% of the cost of the employee's individual or family health insurance premium in retirement, as applicable, until the employee reaches age 65. Thereafter, the District will contribute at the minimum level required by law.

3. To be eligible for the incentive, the employee must submit to the District, by January 15 of the school year in which he/she is first eligible to retire without an age-related reduction to his/her pension factor, his/her irrevocable letter of resignation for retirement purposes to be effective by June 30 of that school year. For the 2016-2017 school year, the employee must submit to the District, by no later than 30 days from March 28, 2017, his/her irrevocable letter of resignation for retirement purposes to be effective by June 30 of that school year.

4. An employee who has passed his/her first retirement eligibility date is eligible for this incentive, provided that he/she submits to the District, within 30 calendar days of March 28, 2017, his/her irrevocable letter of resignation for retirement purposes to be effective by no later than June 30, 2017.

5. If the State offers a retirement incentive and the District elects to participate in the incentive, the employee may also participate in the State incentive, provided that the employee's participation in the State incentive is at no cost to the District. If the District would incur an additional expense and the employee chooses to participate in the State incentive, the employee will not be eligible to retire pursuant to the incentive set forth in this subsection C.

6. Effective at 11:59:59 p.m. on June 30, 2027, this subsection C will sunset, be deleted and of no further effect, except for the District's obligation to make payments as set

forth herein. The District has no obligation to negotiate an extension or renewal of this subsection's terms.

7. If any provision of this incentive is deemed to be invalid by any court, administrative agency or other neutral of competent jurisdiction, then the parties will make reasonable efforts to negotiate an alternative."

ARTICLE XXIV SUMMER SCHOOL

A. Policies

1. No teaching position shall be filled by a teacher not employed by the District if there is an equally qualified and certified applicant for the position who is employed by said District.

2. All openings for summer school positions shall be transmitted in writing to all teachers employed by the District as soon as possible.

3. When applications for summer school positions exceed the positions available, the following considerations shall be controlling, all other things being equal: teacher's area of competence, major or minor field of study, teaching performance and years of service in prior summer school positions.

4. The Board of Education and the Association agree that large class sizes and pupil-teacher ratios may be inimical to effective education and unduly onerous to individual teachers. The parties further agree that insofar as funds and facilities are available, a high priority will go to reducing regular class sizes and teacher-pupil ratios where the numbers exceed educationally sound approaches to the learning experience of students.

5. Summer school teachers will be granted one day of sick leave.

6. Classes of different subject matter should not be combined for the purpose of instruction by one teacher, except under extenuating circumstances.

7. Teachers involved in any summer program operating within the District will be paid at a rate commensurate with the established summer school rate listed below for the term of the contract. The elementary summer school rate shall be prorated based on total hours for the secondary summer school for each school year.

	2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
Secondary Summer School-Step 1/One Class	\$2,839	\$2,867	\$2,896	\$2,925	\$2,954
Secondary Summer School-Step 2/One Class	\$2,960	\$2,990	\$3,019	\$3,050	\$3,080
Secondary Summer School-Step 3/One Class	\$3,075	\$3,106	\$3,137	\$3,168	\$3,200
Secondary Summer School-Step 1/Two Classes	\$4,735	\$4,782	\$4,830	\$4,878	\$4,927
Secondary Summer School-Step 2/Two Classes	\$4,970	\$5,020	\$5,070	\$5,121	\$5,172
Secondary Summer School-Step 3/Two Classes	\$5,206	\$5,258	\$5,311	\$5,364	\$5,417

ARTICLE XXV COACHING

A. Employment

1. The Board of Education recognizes the value to be derived from an extracurricular program that involves interscholastic athletic competition for boys and girls. The Board of Education also recognizes its responsibility to provide materials and coaching staff to accomplish the appropriate objectives of a comprehensive extracurricular program.

2. The District reserves the right to appoint all coaches based on background, training, evaluations and the recommendation of the appropriate superiors.

3. All appointments to coaching positions shall be made for one year.

4. The District shall advertise for all vacant coaching positions no later than three months prior to the beginning of the season involved.

When coaching vacancies exist, the Athletic Director will advertise and recruit qualified candidates from within the District for recommendation to the Superintendent of Schools. If a candidate is not selected from within the District, advertising will be done outside the District to seek qualified candidates.

Written applications will be reviewed by the Athletic Director to make recommendation on new applicants.

5. The varsity coach shall have input to the Athletic Director in the selection of coaches who will work with him/her.

6. All coaches will be notified if they will be recommended for reappointment to their position at the conclusion of the sport season. Dates for reappointment are as follows: by February 1 for fall sports, by May 15 for winter sports and by September 15 for spring sports.

7. The District shall provide all coaches with a contract that will include compensation and responsibilities. All responsibilities, practices and procedures shall be stated in the Coaches Handbook. Coaches shall be compensated by contract in two payments. The first payment shall be 50% of the contract salary and shall be paid no later 30 days after 50% of the coaching season is completed. The remaining 50% of the contract salary shall be paid no later than 30 days after the coaching season concludes.

8. Coaches may be required to attend all meetings called by the Director of Athletics for the purpose of reviewing policy.

9. During the season, all coaches, regardless of grade level, shall be permitted to report at the appropriate time for team practice which shall be set by the Athletic Director, or in his/her absence, by the varsity coaches, if the time does not conflict with the coaches professional responsibilities including and not limited to after school meetings.

B. Evaluation

1. All monitoring or observation of the performance of a coach shall be conducted openly and with full knowledge of the coach.

2. It is the primary purpose of observation and evaluation to highlight a coach's strengths and weaknesses so that a coach will benefit from the observation evaluation.

3. Observations shall occur at least two times a season, which include one practice observation and one game observation. The Athletic Director and varsity coach will be involved in observations for junior varsity, freshman, assistant coaches or 7th and 8th grade coaches. Varsity coaches will receive one written evaluation from the Athletic Director based on his/her two observations.

4. Following the observation, the evaluator shall be required to meet with the coach to discuss his/her performance as soon as possible and under normal conditions within 20 school days following the observation.

5. If an evaluator finds a coach lacking, the reasons shall be given in specific terms.

6. Coaches shall be given a copy of any evaluation report prepared, and they will have the right to discuss such a report with the evaluator(s) before it is submitted to central administration or placed in their personal files.

7. All complaints of a coach's performance will be forwarded to the Athletic Director for review and made known to the coach.

8. A copy of the Coaches Handbook will be given to each coach. The Handbook will contain the required responsibilities as governed by policies and regulations of the District, County and State.

Criteria for evaluation of coaches will be stated in the Coaches Handbook.

ARTICLE XXVI CO-CURRICULAR SCHEDULE

A. Teachers who serve in an advisory capacity for all approved after school activities will be compensated pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$38.54	\$38.93	\$39.31	\$39.71	\$40.10

B. The following procedures will apply to co-curricular activities:

1. Existing activities will be subject to annual renewal by application to the building principal by advisors and/or students.

2. New activities may be proposed by application to the building principal by teachers and/or students.

ARTICLE XXVII MISCELLANEOUS

A. The District agrees to make available a list of reported available rooms, apartments and houses to teachers new to the District.

B. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then the provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.

C. 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.

D. The District will take action as may be necessary in order to give full force and effect to the provisions of this Agreement.

E. There will be no reprisals of any kind, without just cause, taken against any teacher by reason of his/her membership in the Association or participation in its legal activities.

F. This contract shall supersede any rules and regulations or practices of the Board of Education that are contrary or inconsistent therewith.

G. All terms and conditions of employment not covered by this Agreement shall not be subject to negotiations until commencement of negotiations for a successor Agreement.

H. Each teacher will be provided, where facilities are available, with an individual locked storage space or locker for clothing or personal effects. In schools where space is not available, a locker room will be provided. If the District can show in any particular school that no appropriate space exists for this purpose, it shall be relieved of this responsibility in that school, but shall continue to make good faith efforts to resolve the situation as soon as possible.

I. The Association and the Superintendent of Schools agree to notify each other promptly of the names of all persons who are to serve as representatives or as members of any committee or in any other capacity provided for in or contemplated by the provisions of this Agreement.

ARTICLE XXVIII SALARY POLICIES

A. Graduate Study

1. Prior approval by the Superintendent of Schools or his/her designee for graduate credit is required. The college/university must be an accredited institution by the New York State Education Department or accredited by an accrediting association recognized by the New York State Education Department. A list of these accrediting associations is published on the New York State Education Department website.

a. Up to six of the 15 graduate credits required for column movement may be obtained by the successful completion of online graduate course(s). Effective with courses taken commencing in the 2017-2018 school year, all of the 15 graduate credits required for column movement may be obtained by the successful completion of online

graduate course(s). Subject to the prior approval of the Superintendent of Schools or his/her designee, the online course must be offered by a college or university accredited by the New York State Education Department or accredited by an accrediting association recognized by the New York State Education Department and approved for the provision of distance learning. The institution offering the course must accept credits arising from the course in a program leading to the acquisition of a graduate degree offered by that institution. The courses must meet the specific criteria hereinafter set forth in subsection (b).

b. For a graduate online course to be approved, the course content must fall within the subject matter of the classes taught by the teacher; meet goals of the District, Department or the teacher's building; lead to a new teacher certification for the teacher taking the course; support the District's progress in meeting State teaching mandates; OR, encompass technology consistent with District goals.

2. A salary adjustment will be made upon receipt of official transcripts. Official transcripts of all graduate credit or in-service work are to be filed with the Superintendent's Office.

3. Transcripts for work done from September to January will be received up to April 15 and payment will be retroactive to February 1. Transcripts for work done during the February to June semester or during the summer months will be received up to November 15 and payment will be retroactive to September 1.

4. No payment will be made for "D" grades.

5. Only those undergraduate credits would be compensated if no graduate course in the same area was available in the institution at which the teacher was studying and the Superintendent of Schools also gave his/her prior approval to the utilization of such course.

6. Only those undergraduate credits that have the prior approval of the Superintendent of Schools or his/her designee will be compensated as graduate credits for new teaching certification.

B. In-Service Credit

1. Prior approval by the Superintendent of Schools for in-service credit is required.

2. Persons holding in-service credit shall no longer receive remuneration (\$12.00 per credit). Employees on Column J MA + 60 shall be held harmless.

3. Official transcripts of all in-service credit are to be filed with the Superintendent's Office.

4. In-service credit may be granted for teachers who are already certified and are

now taking undergraduate courses in order to improve their knowledge and skills.

5(i). This provision shall apply to credits earned before February 27, 2012:

Employees may substitute six in-service credits for six graduate credits for advancement horizontally as provided by the present Schedule A for each move of 15 credits. All reimbursements shall require prior approval.

5(ii). This provision shall apply to credits earned on or after February 28, 2012:

Employees may substitute six in-service credits for six graduate credits for advancement horizontally as provided by the present Schedule A for each column move of 15 credits.

Up to three of the six in-service credits may be obtained by the successful completion of online in-service course(s). Effective with courses taken commencing in the 2017-2018 school year, all of the six in-service credits may be obtained by the successful completion of online in-service course(s). Subject to the prior approval of the Superintendent of Schools or his/her designee, the online course must be offered by a college or university accredited by the New York State Education Department or accredited by an accrediting association recognized by the New York State Education Department and approved for the provision of distance learning.

Notwithstanding the foregoing, in-service online courses offered by the following organizations will be considered for approval by the Superintendent or his/her designee for use in column movement: BOCES, MESTRACT, LIPPS, Dellecave, TEI, New York State Approved Teacher Centers, and SCOPE. The Superintendent may from time to time add other organizations to the foregoing list. These courses must meet the specific criteria hereinafter set forth in subsection (a).

a. For an in-service online course to be approved, the course content must fall within the subject matter of the classes taught by the teacher; meet goals of the District, Department or the teacher's building; lead to a new teacher certification for the teacher taking the course; support the District's progress in meeting State teaching mandates; or, encompass technology consistent with District goals.

C. Salary Payment

Salary payments will be made on a biweekly basis, placed in individual envelopes. Teaching personnel will have the option of receiving their salary in 21 or 26 payments. If the 21 payment plan is elected, 1/21st of their yearly salary will be paid on a biweekly basis. If the 26 payment plan is elected, there will be two options available:

1. 1/26th of the yearly salary will be paid on a biweekly basis and 6/26th will be paid on the last regularly scheduled biweekly pay period.

2. 1/26th of the yearly salary will be paid on a biweekly basis for 20 biweekly pay periods, 5/26th will be paid on the last regularly scheduled biweekly pay period, and 1/26 will be paid by check dated June 30 that will be retained by the District until the commencement of the new school year. No change will be permitted in the number of payments during the school year. A teacher appointed after July 1 of the school year must elect, at the time of appointment, the twenty-one (21) or twenty-six (26) payment plan, and his/her yearly salary will be prorated according to the conditions stated above.

3. Payment in full for all activities will be made within 30 days of the end of that activity.

D. Salary Schedule

1. Teachers' salary schedules for the 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years are set forth in Appendices "A1," "A2," "A3," "A4," "A5," "A6," "A7," "A8," "A9," "A10," "A11," "A12," "A13."

a. 2014-2015: The salary schedule will be the same as the one in effect on June 30, 2014.

b. 2015-2016: The salary schedule will be the same as the one in effect on June 30, 2015.

c. 2016-2017: The salary schedule will be the same as the one in effect on June 30, 2016.

d. 2017-2018: Teachers will be granted step increment on the salary schedule in effect on June 30, 2017. Immediately thereafter, the salary schedule attached as Appendix A4 will be implemented; teachers will be placed on the step that is closest to, but higher than, their current salary; and teachers will no longer receive longevity awards. Nurses will continue to be ineligible for longevity awards.

e. 2018-2019: Each step of the salary schedule in effect on June 30, 2018 will be increased by 1%.

f. 2019-2020: The salary schedule will be the same as the one in effect on June 30, 2019.

g. 2020-2021: Each step of the salary schedule in effect on June 30, 2020 will be increased by 1%.

h. 2021-2022: The salary schedule will be the same as the one in effect on June 30, 2021.

i. 2022-2023: Each step of the salary schedule in effect on June 30, 2022 will be increased by 1%.

j. 2023-2024: The salary schedule will be the same as the one in effect on June 30, 2023.

k. 2024-2025: Each step of the salary schedule in effect on June 30, 2024 will be increased by 1%.

l. 2025-2026: The salary schedule will be the same as the one in effect on June 30, 2025.

m. 2026-2027: The salary schedule will be the same as the one in effect on June 30, 2026.

2. All steps on the salary schedule are automatic with the following exception and except as otherwise set forth above:

Teachers employed in the District after the start of the second semester shall not be eligible for the next step until one year from the following July.

3. A teacher on the "A" schedule, upon receiving his/her baccalaureate degree, will be moved to the next step on Schedule "B," not to exceed Step 10.

4. No member of the teaching staff shall receive a differential under this contract. Guidance counselors, psychologists and social workers shall be paid 1/200th of their salary for every day worked between September 1 and the first teacher reporting day and between the last day of school and June 30. Guidance counselors, psychologists and social workers may be required to work between those dates. Employees required to work during vacation periods during the school year shall also be paid 1/200th per day. Guidance counselors shall be informed before the school year has ended of any time during the summer when they shall be expected to work (at appropriate rate) and shall not be called at any other time except in case of genuine emergency. Social workers and psychologists, except in case of genuine emergency, shall be given one week's notice of a call for work.

5. When a column is removed from Schedule "A," employees may advance horizontally only to those columns which remain in existence.

6(i). The following provision shall apply to credits earned on or before February 27, 2012:

All credits for movement to MA+75 shall have been earned on or after July 1, 2003; however, upon the application of the teacher to the Superintendent or his designee, the teacher may request approval of courses completed within the period of July 1, 2001 to

and including June 30, 2003. The decision of the Superintendent shall be final. However, the Superintendent's decision shall not be arbitrary or capricious.

To qualify the credit, a teacher shall have obtained the express approval of the Superintendent of Schools or his designee for the proposed graduate or in-service courses to be taken for column credit.

In order to continue to receive the salary differential, the teacher shall complete graduate or in-service courses equal to 90 hours of "seat time" to complete the course, every two years. Following the first two year period, the requirement may be met by the teacher taking District-run in-service courses. If seats are available for District-run in-service courses following enrollment of second renewal teachers, first year renewal teachers may participate in District-run in-service courses. If the teacher fails to complete the work, the teacher's placement on the salary schedule shall revert to the MA+60 column wage rate. Effective March 28, 2017, this paragraph will be deleted.

7(ii). The following provision shall apply to credits earned on or after February 28, 2012:

All credits for movement to MA+75 shall have been earned on or after July 1, 2003; however, upon the application of the teacher to the Superintendent or his/her designee, the teacher may request approval of courses completed within the period of July 1, 2001 to and including June 30, 2003. The decision of the Superintendent shall be final. However, the Superintendent's decision shall not be arbitrary or capricious.

The criteria for approval of courses shall be the criteria set forth in Sections A and B of this Article XXVIII. Courses for new teaching certification can be used to meet the MA75 renewal requirement with the prior approval of the Superintendent of Schools or his/her designee.

In order to continue to receive the salary differential, the teacher shall complete graduate or in-service courses equal to 90 hours of "seat time" to complete the course, every two years. Any combination of graduate and in-service courses, whether class time or online, can be used to complete the MA75 renewal process. Following the first two year renewal period, the requirement may be met by the teacher taking District run in-service courses. In the event that seats are available for District run in-service courses following enrollment of second renewal teachers, first year renewal teachers may participate in District run in-service courses. In the event that the teacher fails to complete the work, the teacher's placement on the salary schedule shall revert to the MA+60 column wage rate. Effective March 28, 2017, this paragraph will be deleted.

E. Home Teaching

The hourly rate for home teaching shall be pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$44.64	\$45.09	\$45.54	\$45.99	\$46.45

F. Chaperoning Duties

Chaperoning shall be compensated pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$38.54	\$38.93	\$39.31	\$39.71	\$40.10

Only District-approved chaperoning duties will be considered. It is understood that these duties are voluntary and no staff member shall be required to chaperone.

When faculty members are required by the Administration, in writing, to transport students and/or equipment, they shall be reimbursed at the District's then current mileage rate.

G. Reimbursement for Mileage

The mileage rate provided for teachers required to use their own vehicles shall be \$0.11 per mile or the New York State rate of reimbursement per mile, whichever is higher. This rate shall change whenever the New York State rate changes.

H. Alternate High School

Teaching for the Alternate High School shall be compensated pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$50.00	\$50.50	\$51.01	\$51.52	\$52.03

I. Continuing Education

Continuing education compensation rate will be pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$38.21	\$38.59	\$38.98	\$39.37	\$39.76

J. Curriculum Workshops

Payment for curriculum workshops shall be pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$47.36	\$47.83	\$48.31	\$48.80	\$49.28

K. Marking of Regents

Payment for marking of Regents examinations for nonregistered summer school students shall pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$36.49	\$36.85	\$37.22	\$37.60	\$37.97

L. Gifted and Talented Programs

Pay for teachers in the Gifted and Talented Programs shall be pursuant to the following:

Without Children				
2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$40.23	\$40.63	\$41.04	\$41.45	\$41.86

With Children				
2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$50.73	\$51.24	\$51.75	\$52.27	\$52.79

M. Applied Behavioral Analysis

The hourly rate for applied behavioral analysis shall be pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$44.64	\$45.09	\$45.54	\$45.99	\$46.45

N. Stipend Positions

1. Building Coordinator for Literacy Collaborative Program

The stipend for the position of Building Coordinator for the Literacy Collaborative Program shall be pursuant to the following to be disbursed in two equal payments in February and June of the school year served. Should the Building Coordinator be unable to complete the entire school year or any part of the year, the stipend will be prorated.

	2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
Year 1	\$2,575	\$2,601	\$2,627	\$2,653	\$2,680
Year 2	\$3,090	\$3,121	\$3,152	\$3,184	\$3,215
Year 3	\$3,605	\$3,641	\$3,677	\$3,714	\$3,751

2. Middle School Team Leader

The position of team leader will be established for the Middle School. The Team Leader will act as a liaison between the members of the Academic Middle School Teams and the Middle School Administration. The Team Leader will be responsible for team activities for common planning periods, which may include, but shall not be limited to:

- a. Articulation across subjects;
- b. Coordinating scheduling of tests and long-term assignments;
- c. Discussing, planning, and student assignments;
- d. Planning use of time;
- e. Planning grouping arrangements;
- f. Planning projects, activities and units;
- g. Meeting with special subject teachers;
- h. Discussing the academic, social and emotional progress of students;
- i. Meeting with support staff to discuss common students;
- j. Contacting/meeting with parents and/or legal guardians;
- k. Meeting with administrators and other resource staff; and,
- l. Reviewing curriculum.

Further, the Team Leader will be responsible for conducting team meetings with unit members, meeting with administration on a regular basis and providing administration with an agenda of Academic Middle School Team meetings.

The stipend for the Middle School Team Leader shall be pursuant to the following:

2013/2014- 2017/2018	2018/2019- 2019/2020	2020/2021- 2021/2022	2022/2023- 2023/2024	2024/2025- 2026/2027
\$2,185	\$2,207	\$2,229	\$2,251	\$2,274

ARTICLE XXIX PROCEDURES FOR NEGOTIATIONS

Under normal circumstances, no later than January 15 prior to the termination of the existing Agreement, both parties shall exchange their written proposals for a new Agreement. Under normal circumstances, the parties shall begin to negotiate the new Agreement no later than February 15.

ARTICLE XXX
JOB SECURITY

A. A joint committee will meet to review staffing designs prior to June of each year of the Agreement.

B. The District shall not act in an arbitrary or capricious manner when excessing teachers.

C. Any excessed teacher who is certified in another tenure area shall be given first consideration for an opening in that area within the limits of the law.

D. Excessing During 2014-2027 Agreement

1. Effective July 1, 2017 and continuing through June 30, 2027, the District agrees that it will not abolish Association unit positions in excess of the following percentages each school year based upon the total number of Association unit members as of June 30 of the preceding year, as follows:

<u>School Year</u>	<u>Maximum Percentage</u>
2017-2018	3%
2018-2019	3%
2019-2020	4%
2020-2021	4%
2021-2022	5%
2022-2023	5%
2023-2024	5%
2024-2025	5%
2025-2026	5%
2026-2027	5%

Positions vacated through attrition or termination of a probationary or tenured teacher in accordance with the New York Education Law will be excluded from the number of unit positions when calculating the maximum percentages. In the event that a school building is closed, the number of unit positions may be reduced by the number of unit positions assigned to that building and will be excluded from the calculation of the maximum percentage.

2. Notwithstanding paragraph 1 above, the District may exceed the applicable maximum percentage if, based upon its non-reviewable discretionary determination, it would need to seek an override of the property tax levy cap in order to maintain existing District-wide staffing levels, even after excessing the maximum number of employees permitted in paragraph 1. If the District does exceed the maximum, the Agreement will be

reopened for the purpose of discussing the terms and conditions of employment set forth in Articles XIV (Class Size), XXII (Insurance) and XXVIII (Salary Policies), as well as any other mutually agreed upon contract provisions. Nothing in this Agreement requires the District to override or attempt to override the cap.

3. If the statutory tax levy cap calculation is modified or the tax levy cap legislation repealed, the Agreement will be reopened for the purpose of discussing this subsection D.

4. Effective at 11:59:59 p.m. on June 30, 2027, this subsection D will sunset, be deleted and of no further effect. The District has no obligation to negotiate an extension or renewal of this subsection's terms.

ARTICLE XXXI MIDDLE STATES EVALUATION

A. All teachers will participate in departmental self-evaluation, and no credit will be awarded for this function. It is understood that self-evaluation is a professional responsibility.

B. Those teachers who, in addition to "A" above, perform service on the following committees shall receive in-service credit as follows:

1. Steering Committee - three credits to all members

2. On the following committees the chairperson will receive two credits and the committee member's one credit:

School & Community
Philosophy & Objectives
Educational Program
Student Activities Program

Learning Media Services
Student Services
School Facilities
School Staffing & Administration
Emerging & Unique Programs
Individual Staff Members

3. In the following areas only the Chairperson will receive one in-service credit:

Art
Business Education

Distributive Education
Driver Education
English
Foreign Languages
Health Education
Home Economics
Industrial Arts
Mathematics
Music
Physical Education
Science
Social Studies
Special Education

ARTICLE XXXII
IN-SERVICE

A. If there are State-mandated changes in curriculum, the implementation of the Regents Action Plan or if the District offers a new program or curriculum, the District can mandate attendance in a maximum of one in-service course per teacher per year. The in-service course shall not exceed 10 hours.

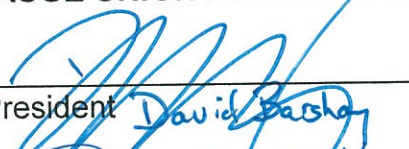
B. Teachers shall receive payment at the rate of \$40.58 for the term of this contract.

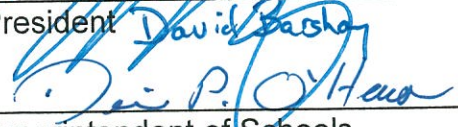
ARTICLE XXXIII
DURATION OF CONTRACT

This Agreement shall be in full force and effect from July 1, 2014 through June 30, 2027.

IN WITNESS WHEREOF, the parties hereunto set their hands and seal this 9
day of January, 2018.

BOARD OF EDUCATION
HAUPPAUGE UNION FREE SCHOOL DISTRICT

By: 
President David Parsho

By: 
Superintendent of Schools

HAUPPAUGE TEACHERS ASSOCIATION

By: 
President

APPENDIX A1

SALARY SCHEDULE 2014.15

	NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 35,370	\$ 52,335	\$ 55,033		\$ 59,685		\$ 64,792	\$ 67,372	\$ 71,101	\$ 73,945	\$ 74,684
2	\$ 39,787	\$ 56,823	\$ 58,314		\$ 63,852		\$ 68,967	\$ 71,534	\$ 74,256	\$ 77,227	\$ 77,998
3	\$ 42,592	\$ 57,886	\$ 60,915		\$ 66,497		\$ 71,625	\$ 74,196	\$ 76,844	\$ 79,916	\$ 80,717
4	\$ 45,612	\$ 59,054	\$ 63,704		\$ 69,347		\$ 74,482	\$ 77,057	\$ 79,623	\$ 82,808	\$ 83,636
5	\$ 48,615	\$ 60,076	\$ 66,550		\$ 72,203		\$ 77,338	\$ 79,909	\$ 82,471	\$ 85,769	\$ 86,626
6	\$ 54,269	\$ 61,886	\$ 69,414		\$ 74,839		\$ 80,187	\$ 82,761	\$ 85,327	\$ 88,741	\$ 89,628
7	\$ 57,014	\$ 64,064	\$ 72,263		\$ 77,899		\$ 83,046	\$ 85,610	\$ 88,186	\$ 91,712	\$ 92,630
8	\$ 60,757	\$ 66,447	\$ 75,250		\$ 80,773		\$ 85,874	\$ 88,721	\$ 91,284	\$ 94,935	\$ 95,884
9	\$ 64,093	\$ 68,862	\$ 78,503		\$ 84,123		\$ 89,250	\$ 91,831	\$ 94,394	\$ 98,170	\$ 99,152
10	\$ 68,043	\$ 71,290	\$ 81,676		\$ 87,246		\$ 92,567	\$ 94,971	\$ 97,533	\$ 101,435	\$ 102,449
11	\$ 70,701	\$ 73,747	\$ 84,906		\$ 90,411		\$ 95,556	\$ 98,111	\$ 100,679	\$ 104,707	\$ 105,753
12	\$ 76,243	\$ 76,243	\$ 88,131		\$ 93,547		\$ 98,696	\$ 101,248	\$ 104,300	\$ 108,471	\$ 109,557
13	\$ 76,734	\$ 78,988	\$ 91,379		\$ 96,981		\$ 102,318	\$ 104,887	\$ 107,484	\$ 111,783	\$ 112,901
14	\$ 78,516	\$ 82,279	\$ 95,185		\$ 100,813		\$ 105,963	\$ 108,832	\$ 111,236	\$ 115,686	\$ 116,843
15	\$ 79,111	\$ 85,960	\$ 98,938		\$ 104,589		\$ 109,729	\$ 112,326	\$ 114,874	\$ 119,470	\$ 120,664
16	\$ 79,649	\$ 88,896	\$ 102,410		\$ 108,113		\$ 113,189	\$ 115,784	\$ 118,465	\$ 123,203	\$ 124,435
17	\$ 80,189	\$ 92,328	\$ 105,961		\$ 111,507		\$ 116,635	\$ 119,210	\$ 121,794	\$ 126,665	\$ 127,931
18	\$ 80,728	\$ 96,316	\$ 110,699		\$ 115,826		\$ 120,964	\$ 123,543	\$ 126,364	\$ 131,418	\$ 132,733
19	\$ 81,267	\$ 97,359	\$ 111,734		\$ 116,866		\$ 122,005	\$ 124,585	\$ 127,405	\$ 132,502	\$ 133,826
20	\$ 81,811	\$ 98,849	\$ 113,225		\$ 118,356		\$ 123,496	\$ 126,075	\$ 128,896	\$ 134,051	\$ 135,392

A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or before June 30, 2012. A longevity award consisting of one additional payment of \$519 shall be granted for the additional steps earned beyond Step 20 for the 2012-13 and 2013-14 school years combined. A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or after July 1, 2014. Tenure - \$200

APPENDIX A2

SALARY SCHEDULE 2015.16

	NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 35,370	\$ 52,335	\$ 55,033		\$ 59,685		\$ 64,792	\$ 67,372	\$ 71,101	\$ 73,945	\$ 74,684
2	\$ 39,787	\$ 56,823	\$ 58,314		\$ 63,852		\$ 68,967	\$ 71,534	\$ 74,256	\$ 77,227	\$ 77,998
3	\$ 42,592	\$ 57,886	\$ 60,915		\$ 66,497		\$ 71,625	\$ 74,196	\$ 76,844	\$ 79,916	\$ 80,717
4	\$ 45,612	\$ 59,054	\$ 63,704		\$ 69,347		\$ 74,482	\$ 77,057	\$ 79,623	\$ 82,808	\$ 83,636
5	\$ 48,615	\$ 60,076	\$ 66,550		\$ 72,203		\$ 77,338	\$ 79,909	\$ 82,471	\$ 85,769	\$ 86,626
6	\$ 54,269	\$ 61,866	\$ 69,414		\$ 74,839		\$ 80,187	\$ 82,761	\$ 85,327	\$ 88,741	\$ 89,628
7	\$ 57,014	\$ 64,064	\$ 72,263		\$ 77,999		\$ 83,046	\$ 85,610	\$ 88,186	\$ 91,712	\$ 92,630
8	\$ 60,757	\$ 66,447	\$ 75,250		\$ 80,773		\$ 85,874	\$ 88,721	\$ 91,284	\$ 94,935	\$ 95,884
9	\$ 64,093	\$ 68,862	\$ 78,503		\$ 84,123		\$ 89,250	\$ 91,831	\$ 94,394	\$ 98,170	\$ 99,152
10	\$ 68,043	\$ 71,290	\$ 81,676		\$ 87,246		\$ 92,567	\$ 94,971	\$ 97,533	\$ 101,435	\$ 102,449
11	\$ 70,701	\$ 73,747	\$ 84,906		\$ 90,411		\$ 95,556	\$ 98,111	\$ 100,679	\$ 104,707	\$ 105,753
12	\$ 76,243	\$ 76,243	\$ 88,131		\$ 93,547		\$ 98,696	\$ 101,248	\$ 104,300	\$ 108,471	\$ 109,557
13	\$ 76,734	\$ 78,988	\$ 91,379		\$ 96,981		\$ 102,318	\$ 104,887	\$ 107,484	\$ 111,783	\$ 112,901
14	\$ 78,516	\$ 82,279	\$ 95,165		\$ 100,813		\$ 105,963	\$ 108,832	\$ 111,236	\$ 115,686	\$ 116,843
15	\$ 79,111	\$ 85,960	\$ 98,938		\$ 104,589		\$ 109,729	\$ 112,326	\$ 114,874	\$ 119,470	\$ 120,664
16	\$ 79,649	\$ 88,896	\$ 102,410		\$ 108,113		\$ 113,189	\$ 115,784	\$ 118,465	\$ 123,203	\$ 124,435
17	\$ 80,189	\$ 92,328	\$ 105,961		\$ 111,507		\$ 116,635	\$ 119,210	\$ 121,794	\$ 126,665	\$ 127,931
18	\$ 80,728	\$ 96,316	\$ 110,699		\$ 115,826		\$ 120,964	\$ 123,543	\$ 126,364	\$ 131,418	\$ 132,733
19	\$ 81,267	\$ 97,359	\$ 111,734		\$ 116,866		\$ 122,005	\$ 124,585	\$ 127,405	\$ 132,502	\$ 133,826
20	\$ 81,811	\$ 98,849	\$ 113,225		\$ 118,356		\$ 123,496	\$ 126,075	\$ 128,896	\$ 134,051	\$ 135,392

A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or before June 30, 2012. A longevity award consisting of one additional payment of \$519 shall be granted for the additional steps earned beyond Step 20 for the 2012-13 and 2013-14 school years combined. A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or after July 1, 2014. Tenure - \$200

APPENDIX A3

SALARY SCHEDULE 2016.17											
	NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 35,370	\$ 52,335	\$ 55,033		\$ 59,685		\$ 64,792	\$ 67,372	\$ 71,101	\$ 73,945	\$ 74,684
2	\$ 39,787	\$ 56,823	\$ 58,314		\$ 63,852		\$ 68,967	\$ 71,534	\$ 74,256	\$ 77,227	\$ 77,998
3	\$ 42,592	\$ 57,886	\$ 60,915		\$ 66,497		\$ 71,625	\$ 74,196	\$ 76,844	\$ 79,916	\$ 80,711
4	\$ 45,612	\$ 59,054	\$ 63,704		\$ 69,347		\$ 74,482	\$ 77,057	\$ 79,623	\$ 82,808	\$ 83,636
5	\$ 48,615	\$ 60,076	\$ 66,550		\$ 72,203		\$ 77,338	\$ 79,909	\$ 82,471	\$ 85,769	\$ 86,626
6	\$ 54,269	\$ 61,886	\$ 69,414		\$ 74,839		\$ 80,187	\$ 82,761	\$ 85,327	\$ 88,741	\$ 89,628
7	\$ 57,014	\$ 64,064	\$ 72,263		\$ 77,899		\$ 83,046	\$ 85,610	\$ 88,186	\$ 91,712	\$ 92,630
8	\$ 60,757	\$ 66,447	\$ 75,250		\$ 80,773		\$ 85,874	\$ 88,721	\$ 91,284	\$ 94,935	\$ 95,884
9	\$ 64,093	\$ 68,862	\$ 78,503		\$ 84,123		\$ 89,260	\$ 91,831	\$ 94,394	\$ 98,170	\$ 99,152
10	\$ 68,043	\$ 71,290	\$ 81,676		\$ 87,246		\$ 92,567	\$ 94,971	\$ 97,533	\$ 101,435	\$ 102,449
11	\$ 70,701	\$ 73,747	\$ 84,906		\$ 90,411		\$ 95,556	\$ 98,111	\$ 100,679	\$ 104,707	\$ 105,753
12	\$ 76,243	\$ 76,243	\$ 88,131		\$ 93,547		\$ 98,696	\$ 101,248	\$ 104,300	\$ 108,471	\$ 109,557
13	\$ 76,734	\$ 78,988	\$ 91,379		\$ 96,981		\$ 102,318	\$ 104,887	\$ 107,484	\$ 111,783	\$ 112,901
14	\$ 78,516	\$ 82,279	\$ 95,185		\$ 100,813		\$ 105,963	\$ 108,832	\$ 111,236	\$ 115,686	\$ 116,843
15	\$ 79,111	\$ 85,960	\$ 98,938		\$ 104,589		\$ 109,729	\$ 112,326	\$ 114,874	\$ 119,470	\$ 120,664
16	\$ 79,649	\$ 88,896	\$ 102,410		\$ 108,113		\$ 113,189	\$ 115,784	\$ 118,465	\$ 123,203	\$ 124,435
17	\$ 80,189	\$ 92,328	\$ 105,961		\$ 111,507		\$ 116,635	\$ 119,210	\$ 121,794	\$ 126,665	\$ 127,931
18	\$ 80,728	\$ 96,316	\$ 110,699		\$ 115,826		\$ 120,964	\$ 123,543	\$ 126,364	\$ 131,418	\$ 132,733
19	\$ 81,267	\$ 97,359	\$ 111,734		\$ 116,866		\$ 122,005	\$ 124,585	\$ 127,405	\$ 132,502	\$ 133,826
20	\$ 81,811	\$ 98,849	\$ 113,225		\$ 118,356		\$ 123,496	\$ 126,075	\$ 128,896	\$ 134,051	\$ 135,392

A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or before June 30, 2012. A longevity award consisting of one additional payment of \$519 shall be granted for the additional steps earned beyond Step 20 for the 2012-13 and 2013-14 school years combined. A longevity award of \$519 shall be granted for each additional step beyond Step 20 that was earned on or after July 1, 2014. Tenure ~ \$200

APPENDIX A4

SALARY SCHEDULE 2017.18

NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
\$ 35,370	\$ 52,335	\$ 55,033		\$ 59,685		\$ 64,792	\$ 67,372	\$ 71,101	\$ 73,945	\$ 74,684
\$ 39,787	\$ 53,382	\$ 56,134		\$ 60,879		\$ 66,088	\$ 68,719	\$ 72,523	\$ 75,424	\$ 76,178
\$ 42,592	\$ 54,450	\$ 57,257		\$ 62,097		\$ 67,410	\$ 70,093	\$ 73,973	\$ 76,932	\$ 77,702
\$ 45,612	\$ 55,539	\$ 58,402		\$ 63,339		\$ 68,758	\$ 71,495	\$ 75,452	\$ 78,471	\$ 79,256
\$ 48,615	\$ 56,650	\$ 59,570		\$ 64,606		\$ 70,133	\$ 72,925	\$ 76,961	\$ 80,040	\$ 80,841
\$ 54,269	\$ 57,783	\$ 60,761		\$ 65,898		\$ 71,536	\$ 74,384	\$ 78,500	\$ 81,641	\$ 82,458
\$ 57,014	\$ 58,939	\$ 61,976		\$ 67,216		\$ 72,967	\$ 75,872	\$ 80,070	\$ 83,274	\$ 84,107
\$ 60,757	\$ 60,118	\$ 63,216		\$ 68,560		\$ 74,426	\$ 77,389	\$ 81,671	\$ 84,939	\$ 85,789
\$ 64,093	\$ 61,320	\$ 64,480		\$ 69,931		\$ 75,915	\$ 78,937	\$ 83,304	\$ 86,638	\$ 87,505
\$ 68,043	\$ 62,546	\$ 65,770		\$ 71,330		\$ 77,433	\$ 80,516	\$ 84,970	\$ 88,371	\$ 89,255
\$ 70,701	\$ 63,797	\$ 67,085		\$ 72,757		\$ 78,982	\$ 82,126	\$ 86,669	\$ 90,138	\$ 91,040
\$ 76,243	\$ 65,073	\$ 68,427		\$ 74,212		\$ 80,562	\$ 83,769	\$ 88,402	\$ 91,941	\$ 92,861
\$ 76,734	\$ 66,374	\$ 69,796		\$ 75,696		\$ 82,173	\$ 85,444	\$ 90,170	\$ 93,780	\$ 94,718
\$ 78,516	\$ 67,701	\$ 71,192		\$ 77,210		\$ 83,816	\$ 87,153	\$ 91,973	\$ 95,656	\$ 96,612
\$ 79,111	\$ 69,055	\$ 72,616		\$ 78,754		\$ 85,492	\$ 88,896	\$ 93,812	\$ 97,569	\$ 98,544
\$ 79,649	\$ 70,436	\$ 74,068		\$ 80,329		\$ 87,202	\$ 90,674	\$ 95,688	\$ 99,520	\$ 100,515
\$ 80,189	\$ 71,845	\$ 75,549		\$ 81,936		\$ 88,946	\$ 92,487	\$ 97,602	\$ 101,510	\$ 102,525
\$ 80,728	\$ 73,282	\$ 77,060		\$ 83,575		\$ 90,725	\$ 94,337	\$ 99,554	\$ 103,540	\$ 104,576
\$ 81,267	\$ 74,748	\$ 78,601		\$ 85,247		\$ 92,540	\$ 96,224	\$ 101,545	\$ 105,611	\$ 106,668
\$ 81,811	\$ 76,243	\$ 80,173		\$ 86,952		\$ 94,391	\$ 98,148	\$ 103,576	\$ 107,723	\$ 108,801
\$ 83,447	\$ 77,768	\$ 81,776		\$ 88,691		\$ 96,279	\$ 100,111	\$ 105,648	\$ 109,877	\$ 110,977
\$ 85,116	\$ 79,323	\$ 83,412		\$ 90,465		\$ 98,205	\$ 102,113	\$ 107,761	\$ 112,075	\$ 113,197
\$ 86,818	\$ 80,909	\$ 85,080		\$ 92,274		\$ 100,169	\$ 104,155	\$ 109,916	\$ 114,317	\$ 115,461
\$ 88,554	\$ 82,527	\$ 86,782		\$ 94,119		\$ 102,172	\$ 106,238	\$ 112,114	\$ 116,603	\$ 117,770
\$ 90,325	\$ 84,178	\$ 88,518		\$ 96,001		\$ 104,215	\$ 108,363	\$ 114,356	\$ 118,935	\$ 120,125
\$ 90,325	\$ 85,862	\$ 90,288		\$ 97,921		\$ 106,299	\$ 110,530	\$ 116,643	\$ 121,314	\$ 122,528
\$ 90,325	\$ 87,579	\$ 92,094		\$ 99,879		\$ 108,425	\$ 112,741	\$ 118,976	\$ 123,740	\$ 124,979
\$ 90,325	\$ 89,331	\$ 93,936		\$ 101,877		\$ 110,594	\$ 114,996	\$ 121,356	\$ 126,215	\$ 127,479
\$ 90,325	\$ 91,118	\$ 95,815		\$ 103,915		\$ 112,806	\$ 117,296	\$ 123,783	\$ 128,739	\$ 130,029
\$ 90,325	\$ 92,940	\$ 97,731		\$ 105,993		\$ 115,062	\$ 119,642	\$ 126,259	\$ 131,314	\$ 132,630
\$ 90,325	\$ 94,799	\$ 99,686		\$ 108,113		\$ 117,363	\$ 122,035	\$ 128,784	\$ 133,940	\$ 135,283
\$ 90,325	\$ 96,695	\$ 101,680		\$ 110,275		\$ 119,710	\$ 124,476	\$ 131,360	\$ 136,619	\$ 137,989
\$ 90,325	\$ 98,629	\$ 103,714		\$ 112,481		\$ 122,104	\$ 126,966	\$ 133,987	\$ 139,351	\$ 140,749
\$ 90,325	\$ 100,602	\$ 105,788		\$ 114,731		\$ 124,546	\$ 129,505	\$ 136,667	\$ 142,138	\$ 143,564
\$ 90,325	\$ 102,614	\$ 107,904		\$ 117,026		\$ 127,037	\$ 132,095	\$ 139,400	\$ 144,981	\$ 146,435
\$ 90,325	\$ 104,666	\$ 110,062		\$ 119,367		\$ 129,578	\$ 134,737	\$ 142,188	\$ 147,881	\$ 149,364
\$ 90,325	\$ 106,759	\$ 112,263		\$ 121,754		\$ 132,170	\$ 137,432	\$ 145,032	\$ 150,839	\$ 152,351
\$ 90,325	\$ 108,894	\$ 114,508		\$ 124,189		\$ 134,813	\$ 140,181	\$ 147,933	\$ 153,856	\$ 155,398
\$ 90,325	\$ 111,072	\$ 116,798		\$ 126,673		\$ 137,509	\$ 142,985	\$ 150,892	\$ 156,933	\$ 158,506
\$ 90,325	\$ 113,293	\$ 119,134		\$ 129,206		\$ 140,259	\$ 145,845	\$ 153,910	\$ 160,072	\$ 161,676

APPENDIX A5

SALARY SCHEDULE 2018.19

NURSE	BA	BA +30	BA +45	MA BA +60	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
\$ 35,724	\$ 52,858	\$ 55,583	\$ -	\$ 60,282	\$ -	\$ 55,440	\$ 68,046	\$ 71,812	\$ 74,684	\$ 75,431
\$ 40,185	\$ 53,916	\$ 56,695	\$ -	\$ 61,488	\$ -	\$ 66,749	\$ 69,406	\$ 73,248	\$ 76,178	\$ 76,940
\$ 43,018	\$ 54,995	\$ 57,830	\$ -	\$ 62,718	\$ -	\$ 68,084	\$ 70,794	\$ 74,713	\$ 77,701	\$ 78,479
\$ 46,068	\$ 56,094	\$ 58,986	\$ -	\$ 63,972	\$ -	\$ 69,446	\$ 72,210	\$ 76,207	\$ 79,256	\$ 80,049
\$ 49,101	\$ 57,217	\$ 60,166	\$ -	\$ 65,252	\$ -	\$ 70,834	\$ 73,654	\$ 77,731	\$ 80,940	\$ 81,649
\$ 54,812	\$ 58,361	\$ 61,369	\$ -	\$ 66,557	\$ -	\$ 72,251	\$ 75,128	\$ 79,285	\$ 82,457	\$ 83,283
\$ 57,584	\$ 59,528	\$ 62,596	\$ -	\$ 67,888	\$ -	\$ 73,697	\$ 76,631	\$ 80,871	\$ 84,107	\$ 84,948
\$ 61,365	\$ 60,719	\$ 63,848	\$ -	\$ 69,246	\$ -	\$ 75,170	\$ 78,163	\$ 82,488	\$ 85,788	\$ 86,647
\$ 64,734	\$ 61,933	\$ 65,125	\$ -	\$ 70,630	\$ -	\$ 76,674	\$ 79,726	\$ 84,137	\$ 87,504	\$ 88,380
\$ 68,723	\$ 63,171	\$ 66,428	\$ -	\$ 72,043	\$ -	\$ 78,207	\$ 81,321	\$ 85,820	\$ 89,255	\$ 90,148
\$ 71,408	\$ 64,435	\$ 67,756	\$ -	\$ 73,485	\$ -	\$ 79,772	\$ 82,947	\$ 87,536	\$ 91,039	\$ 91,950
\$ 77,005	\$ 65,724	\$ 69,111	\$ -	\$ 74,954	\$ -	\$ 81,368	\$ 84,607	\$ 89,286	\$ 92,860	\$ 93,790
\$ 77,501	\$ 67,038	\$ 70,494	\$ -	\$ 76,453	\$ -	\$ 82,995	\$ 86,298	\$ 91,072	\$ 94,718	\$ 95,665
\$ 79,301	\$ 68,378	\$ 71,904	\$ -	\$ 77,982	\$ -	\$ 84,654	\$ 88,025	\$ 92,893	\$ 96,613	\$ 97,578
\$ 79,902	\$ 69,746	\$ 73,342	\$ -	\$ 79,542	\$ -	\$ 86,347	\$ 89,785	\$ 94,750	\$ 98,545	\$ 99,529
\$ 80,445	\$ 71,140	\$ 74,809	\$ -	\$ 81,132	\$ -	\$ 88,074	\$ 91,581	\$ 96,645	\$ 100,515	\$ 101,520
\$ 80,991	\$ 72,563	\$ 76,304	\$ -	\$ 82,755	\$ -	\$ 89,835	\$ 93,412	\$ 98,578	\$ 102,525	\$ 103,550
\$ 81,535	\$ 74,015	\$ 77,831	\$ -	\$ 84,411	\$ -	\$ 91,632	\$ 95,280	\$ 100,550	\$ 104,575	\$ 105,622
\$ 82,080	\$ 75,495	\$ 79,387	\$ -	\$ 86,099	\$ -	\$ 93,465	\$ 97,186	\$ 102,560	\$ 106,667	\$ 107,735
\$ 82,629	\$ 77,005	\$ 80,975	\$ -	\$ 87,822	\$ -	\$ 95,335	\$ 99,129	\$ 104,612	\$ 108,800	\$ 109,889
\$ 84,281	\$ 78,546	\$ 82,594	\$ -	\$ 89,578	\$ -	\$ 97,242	\$ 101,112	\$ 106,704	\$ 110,976	\$ 112,087
\$ 85,967	\$ 80,116	\$ 84,246	\$ -	\$ 91,370	\$ -	\$ 99,187	\$ 103,134	\$ 108,839	\$ 113,196	\$ 114,329
\$ 87,686	\$ 81,718	\$ 85,931	\$ -	\$ 93,197	\$ -	\$ 101,171	\$ 105,197	\$ 111,015	\$ 115,460	\$ 116,616
\$ 89,440	\$ 83,352	\$ 87,650	\$ -	\$ 95,060	\$ -	\$ 103,194	\$ 107,300	\$ 113,235	\$ 117,769	\$ 118,948
\$ 91,228	\$ 85,020	\$ 89,403	\$ -	\$ 96,961	\$ -	\$ 105,257	\$ 109,447	\$ 115,500	\$ 120,124	\$ 121,326
\$ 91,228	\$ 86,721	\$ 91,191	\$ -	\$ 98,900	\$ -	\$ 107,362	\$ 111,635	\$ 117,809	\$ 122,527	\$ 123,753
\$ 91,228	\$ 88,455	\$ 93,015	\$ -	\$ 100,878	\$ -	\$ 109,509	\$ 113,868	\$ 120,166	\$ 124,977	\$ 126,229
\$ 91,228	\$ 90,224	\$ 94,875	\$ -	\$ 102,896	\$ -	\$ 111,700	\$ 116,146	\$ 122,570	\$ 127,477	\$ 128,754
\$ 91,228	\$ 92,029	\$ 96,773	\$ -	\$ 104,954	\$ -	\$ 113,934	\$ 118,469	\$ 125,021	\$ 130,026	\$ 131,329
\$ 91,228	\$ 93,869	\$ 98,708	\$ -	\$ 107,053	\$ -	\$ 116,213	\$ 120,838	\$ 127,522	\$ 132,627	\$ 133,956
\$ 91,228	\$ 95,747	\$ 100,683	\$ -	\$ 109,194	\$ -	\$ 118,537	\$ 123,255	\$ 130,072	\$ 135,279	\$ 136,636
\$ 91,228	\$ 97,562	\$ 102,697	\$ -	\$ 111,378	\$ -	\$ 120,907	\$ 125,721	\$ 132,674	\$ 137,985	\$ 139,369
\$ 91,228	\$ 99,615	\$ 104,751	\$ -	\$ 113,606	\$ -	\$ 123,325	\$ 128,236	\$ 135,327	\$ 140,745	\$ 142,156
\$ 91,228	\$ 101,608	\$ 106,846	\$ -	\$ 115,878	\$ -	\$ 125,791	\$ 130,800	\$ 138,034	\$ 143,559	\$ 145,000
\$ 91,228	\$ 103,640	\$ 108,983	\$ -	\$ 118,196	\$ -	\$ 128,307	\$ 133,416	\$ 140,794	\$ 146,431	\$ 147,899
\$ 91,228	\$ 105,713	\$ 111,163	\$ -	\$ 120,561	\$ -	\$ 130,874	\$ 136,084	\$ 143,610	\$ 149,360	\$ 150,858
\$ 91,228	\$ 107,827	\$ 113,386	\$ -	\$ 122,972	\$ -	\$ 133,492	\$ 138,806	\$ 146,482	\$ 152,347	\$ 153,875
\$ 91,228	\$ 109,983	\$ 115,653	\$ -	\$ 125,431	\$ -	\$ 136,161	\$ 141,583	\$ 149,412	\$ 155,395	\$ 156,952
\$ 91,228	\$ 112,183	\$ 117,966	\$ -	\$ 127,940	\$ -	\$ 138,884	\$ 144,415	\$ 152,401	\$ 158,502	\$ 160,091
\$ 91,228	\$ 114,426	\$ 120,325	\$ -	\$ 130,498	\$ -	\$ 141,662	\$ 147,303	\$ 155,449	\$ 161,673	\$ 163,293

APPENDIX A6

SALARY SCHEDULE 2019.20

	NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 35,724	\$ 52,858	\$ 55,583	\$ -	\$ 60,282	\$ -	\$ 65,440	\$ 68,046	\$ 71,812	\$ 74,684	\$ 75,431
2	\$ 40,185	\$ 53,916	\$ 56,695	\$ -	\$ 61,488	\$ -	\$ 66,749	\$ 69,406	\$ 73,248	\$ 76,178	\$ 76,940
3	\$ 43,018	\$ 54,995	\$ 57,830	\$ -	\$ 62,718	\$ -	\$ 68,084	\$ 70,794	\$ 74,713	\$ 77,701	\$ 78,479
4	\$ 46,068	\$ 56,094	\$ 58,986	\$ -	\$ 63,972	\$ -	\$ 69,446	\$ 72,210	\$ 76,207	\$ 79,256	\$ 80,049
5	\$ 49,101	\$ 57,217	\$ 60,166	\$ -	\$ 65,252	\$ -	\$ 70,834	\$ 73,654	\$ 77,731	\$ 80,840	\$ 81,649
6	\$ 54,812	\$ 58,361	\$ 61,369	\$ -	\$ 66,557	\$ -	\$ 72,251	\$ 75,128	\$ 79,285	\$ 82,457	\$ 83,283
7	\$ 57,584	\$ 59,528	\$ 62,596	\$ -	\$ 67,888	\$ -	\$ 73,697	\$ 76,631	\$ 80,871	\$ 84,107	\$ 84,948
8	\$ 61,365	\$ 60,719	\$ 63,848	\$ -	\$ 69,246	\$ -	\$ 75,170	\$ 78,163	\$ 82,488	\$ 85,788	\$ 86,647
9	\$ 64,734	\$ 61,933	\$ 65,125	\$ -	\$ 70,630	\$ -	\$ 76,674	\$ 79,726	\$ 84,137	\$ 87,504	\$ 88,380
10	\$ 68,723	\$ 63,171	\$ 66,428	\$ -	\$ 72,043	\$ -	\$ 78,207	\$ 81,321	\$ 85,820	\$ 89,255	\$ 90,148
11	\$ 71,408	\$ 64,435	\$ 67,756	\$ -	\$ 73,485	\$ -	\$ 79,772	\$ 82,947	\$ 87,536	\$ 91,039	\$ 91,950
12	\$ 77,005	\$ 65,724	\$ 69,111	\$ -	\$ 74,954	\$ -	\$ 81,368	\$ 84,607	\$ 89,286	\$ 92,860	\$ 93,790
13	\$ 77,501	\$ 67,038	\$ 70,494	\$ -	\$ 76,453	\$ -	\$ 82,995	\$ 86,298	\$ 91,072	\$ 94,718	\$ 95,665
14	\$ 79,301	\$ 68,378	\$ 71,904	\$ -	\$ 77,982	\$ -	\$ 84,654	\$ 88,025	\$ 92,893	\$ 96,613	\$ 97,578
15	\$ 79,902	\$ 69,746	\$ 73,342	\$ -	\$ 79,542	\$ -	\$ 86,347	\$ 89,785	\$ 94,750	\$ 98,545	\$ 99,529
16	\$ 80,445	\$ 71,140	\$ 74,809	\$ -	\$ 81,132	\$ -	\$ 88,074	\$ 91,581	\$ 96,645	\$ 100,515	\$ 101,520
17	\$ 80,991	\$ 72,563	\$ 76,304	\$ -	\$ 82,755	\$ -	\$ 89,835	\$ 93,412	\$ 98,578	\$ 102,525	\$ 103,550
18	\$ 81,535	\$ 74,015	\$ 77,831	\$ -	\$ 84,411	\$ -	\$ 91,632	\$ 95,280	\$ 100,550	\$ 104,575	\$ 105,622
19	\$ 82,080	\$ 75,495	\$ 79,387	\$ -	\$ 85,099	\$ -	\$ 93,465	\$ 97,186	\$ 102,560	\$ 106,667	\$ 107,735
20	\$ 82,629	\$ 77,005	\$ 80,975	\$ -	\$ 87,822	\$ -	\$ 95,335	\$ 99,129	\$ 104,612	\$ 108,800	\$ 109,889
21	\$ 84,281	\$ 78,546	\$ 82,594	\$ -	\$ 89,578	\$ -	\$ 97,242	\$ 101,112	\$ 106,704	\$ 110,976	\$ 112,087
22	\$ 85,967	\$ 80,116	\$ 84,246	\$ -	\$ 91,370	\$ -	\$ 99,187	\$ 103,134	\$ 108,839	\$ 113,196	\$ 114,329
23	\$ 87,686	\$ 81,718	\$ 85,931	\$ -	\$ 93,197	\$ -	\$ 101,171	\$ 105,197	\$ 111,015	\$ 115,460	\$ 116,616
24	\$ 89,440	\$ 83,352	\$ 87,650	\$ -	\$ 95,060	\$ -	\$ 103,194	\$ 107,300	\$ 113,235	\$ 117,769	\$ 118,948
25	\$ 91,228	\$ 85,020	\$ 89,403	\$ -	\$ 96,961	\$ -	\$ 105,257	\$ 109,447	\$ 115,500	\$ 120,124	\$ 121,326
26	\$ 91,228	\$ 86,721	\$ 91,191	\$ -	\$ 98,900	\$ -	\$ 107,362	\$ 111,635	\$ 117,809	\$ 122,527	\$ 123,753
27	\$ 91,228	\$ 88,455	\$ 93,015	\$ -	\$ 100,878	\$ -	\$ 109,509	\$ 113,868	\$ 120,166	\$ 124,977	\$ 126,229
28	\$ 91,228	\$ 90,224	\$ 94,875	\$ -	\$ 102,896	\$ -	\$ 111,700	\$ 116,146	\$ 122,570	\$ 127,477	\$ 128,754
29	\$ 91,228	\$ 92,029	\$ 96,773	\$ -	\$ 104,954	\$ -	\$ 113,934	\$ 118,469	\$ 125,021	\$ 130,026	\$ 131,329
30	\$ 91,228	\$ 93,869	\$ 98,708	\$ -	\$ 107,053	\$ -	\$ 116,213	\$ 120,838	\$ 127,522	\$ 132,627	\$ 133,956
31	\$ 91,228	\$ 95,747	\$ 100,683	\$ -	\$ 109,194	\$ -	\$ 118,537	\$ 123,255	\$ 130,072	\$ 135,279	\$ 136,636
32	\$ 91,228	\$ 97,662	\$ 102,697	\$ -	\$ 111,378	\$ -	\$ 120,907	\$ 125,721	\$ 132,674	\$ 137,985	\$ 139,369
33	\$ 91,228	\$ 99,615	\$ 104,751	\$ -	\$ 113,606	\$ -	\$ 123,325	\$ 128,236	\$ 135,327	\$ 140,745	\$ 142,156
34	\$ 91,228	\$ 101,608	\$ 106,846	\$ -	\$ 115,878	\$ -	\$ 125,791	\$ 130,800	\$ 138,034	\$ 143,559	\$ 145,000
35	\$ 91,228	\$ 103,640	\$ 108,983	\$ -	\$ 118,196	\$ -	\$ 128,307	\$ 133,416	\$ 140,794	\$ 146,431	\$ 147,899
36	\$ 91,228	\$ 105,713	\$ 111,163	\$ -	\$ 120,561	\$ -	\$ 130,874	\$ 136,084	\$ 143,610	\$ 149,360	\$ 150,858
37	\$ 91,228	\$ 107,827	\$ 113,386	\$ -	\$ 122,972	\$ -	\$ 133,492	\$ 138,806	\$ 146,482	\$ 152,347	\$ 153,875
38	\$ 91,228	\$ 109,983	\$ 115,553	\$ -	\$ 125,431	\$ -	\$ 136,161	\$ 141,583	\$ 149,412	\$ 155,395	\$ 156,952
39	\$ 91,228	\$ 112,183	\$ 117,966	\$ -	\$ 127,940	\$ -	\$ 138,884	\$ 144,415	\$ 152,401	\$ 158,502	\$ 160,091
40	\$ 91,228	\$ 114,426	\$ 120,325	\$ -	\$ 130,498	\$ -	\$ 141,662	\$ 147,303	\$ 155,449	\$ 161,673	\$ 163,293

APPENDIX A7

SALARY SCHEDULE 2020.21

NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
				BA +60						
\$ 36,081	\$ 53,387	\$ 56,139	\$ -	\$ 60,885	\$ -	\$ 66,094	\$ 68,726	\$ 72,530	\$ 75,431	\$ 76,185
\$ 40,587	\$ 54,455	\$ 57,262	\$ -	\$ 62,103	\$ -	\$ 67,416	\$ 70,100	\$ 73,980	\$ 76,940	\$ 77,709
\$ 43,448	\$ 55,545	\$ 58,408	\$ -	\$ 63,345	\$ -	\$ 68,765	\$ 71,502	\$ 75,460	\$ 78,478	\$ 79,264
\$ 46,529	\$ 56,655	\$ 59,576	\$ -	\$ 64,612	\$ -	\$ 70,140	\$ 72,932	\$ 76,969	\$ 80,049	\$ 80,849
\$ 49,592	\$ 57,789	\$ 60,768	\$ -	\$ 65,905	\$ -	\$ 71,542	\$ 74,391	\$ 78,508	\$ 81,648	\$ 82,465
\$ 55,360	\$ 58,945	\$ 61,983	\$ -	\$ 67,223	\$ -	\$ 72,974	\$ 75,879	\$ 80,078	\$ 83,282	\$ 84,116
\$ 58,160	\$ 60,123	\$ 63,222	\$ -	\$ 68,567	\$ -	\$ 74,434	\$ 77,397	\$ 81,680	\$ 84,948	\$ 85,797
\$ 61,979	\$ 61,326	\$ 64,486	\$ -	\$ 69,938	\$ -	\$ 75,922	\$ 78,945	\$ 83,313	\$ 86,646	\$ 87,513
\$ 65,381	\$ 62,552	\$ 65,776	\$ -	\$ 71,336	\$ -	\$ 77,441	\$ 80,523	\$ 84,978	\$ 88,379	\$ 89,264
\$ 69,410	\$ 63,803	\$ 67,092	\$ -	\$ 72,763	\$ -	\$ 78,989	\$ 82,134	\$ 86,678	\$ 90,148	\$ 91,049
\$ 72,122	\$ 65,079	\$ 68,434	\$ -	\$ 74,220	\$ -	\$ 80,570	\$ 83,776	\$ 88,411	\$ 91,949	\$ 92,870
\$ 77,775	\$ 66,381	\$ 69,802	\$ -	\$ 75,704	\$ -	\$ 82,182	\$ 85,453	\$ 90,179	\$ 93,789	\$ 94,728
\$ 78,276	\$ 67,708	\$ 71,199	\$ -	\$ 77,218	\$ -	\$ 83,825	\$ 87,161	\$ 91,983	\$ 95,665	\$ 96,622
\$ 80,094	\$ 69,062	\$ 72,623	\$ -	\$ 78,762	\$ -	\$ 85,501	\$ 88,905	\$ 93,822	\$ 97,579	\$ 98,554
\$ 80,701	\$ 70,443	\$ 74,075	\$ -	\$ 80,337	\$ -	\$ 87,210	\$ 90,683	\$ 95,698	\$ 99,530	\$ 100,524
\$ 81,249	\$ 71,851	\$ 75,557	\$ -	\$ 81,943	\$ -	\$ 88,955	\$ 92,497	\$ 97,611	\$ 101,520	\$ 102,535
\$ 81,801	\$ 73,289	\$ 77,067	\$ -	\$ 83,583	\$ -	\$ 90,733	\$ 94,346	\$ 99,564	\$ 103,550	\$ 104,586
\$ 82,350	\$ 74,755	\$ 78,609	\$ -	\$ 85,255	\$ -	\$ 92,548	\$ 96,233	\$ 101,556	\$ 105,621	\$ 106,678
\$ 82,901	\$ 76,250	\$ 80,181	\$ -	\$ 86,960	\$ -	\$ 94,400	\$ 98,158	\$ 103,586	\$ 107,734	\$ 108,812
\$ 83,455	\$ 77,775	\$ 81,785	\$ -	\$ 88,700	\$ -	\$ 96,288	\$ 100,120	\$ 105,658	\$ 109,888	\$ 110,988
\$ 85,124	\$ 79,331	\$ 83,420	\$ -	\$ 90,474	\$ -	\$ 98,214	\$ 102,123	\$ 107,771	\$ 112,086	\$ 113,208
\$ 86,827	\$ 80,917	\$ 85,088	\$ -	\$ 92,284	\$ -	\$ 100,179	\$ 104,165	\$ 109,927	\$ 114,328	\$ 115,472
\$ 88,563	\$ 82,535	\$ 86,790	\$ -	\$ 94,129	\$ -	\$ 102,183	\$ 106,249	\$ 112,125	\$ 116,615	\$ 117,782
\$ 90,334	\$ 84,186	\$ 88,527	\$ -	\$ 96,011	\$ -	\$ 104,226	\$ 108,373	\$ 114,367	\$ 118,947	\$ 120,137
\$ 92,140	\$ 85,870	\$ 90,297	\$ -	\$ 97,931	\$ -	\$ 106,310	\$ 110,541	\$ 116,655	\$ 121,325	\$ 122,539
\$ 92,140	\$ 87,588	\$ 92,103	\$ -	\$ 99,889	\$ -	\$ 108,436	\$ 112,751	\$ 118,987	\$ 123,752	\$ 124,991
\$ 92,140	\$ 89,340	\$ 93,945	\$ -	\$ 101,887	\$ -	\$ 110,604	\$ 115,007	\$ 121,368	\$ 126,227	\$ 127,491
\$ 92,140	\$ 91,126	\$ 95,824	\$ -	\$ 103,925	\$ -	\$ 112,817	\$ 117,307	\$ 123,796	\$ 128,752	\$ 130,042
\$ 92,140	\$ 92,949	\$ 97,741	\$ -	\$ 106,004	\$ -	\$ 115,073	\$ 119,654	\$ 126,271	\$ 131,326	\$ 132,642
\$ 92,140	\$ 94,808	\$ 99,695	\$ -	\$ 108,124	\$ -	\$ 117,375	\$ 122,046	\$ 128,797	\$ 133,953	\$ 135,296
\$ 92,140	\$ 96,704	\$ 101,690	\$ -	\$ 110,286	\$ -	\$ 119,722	\$ 124,488	\$ 131,373	\$ 136,632	\$ 138,002
\$ 92,140	\$ 98,639	\$ 103,724	\$ -	\$ 112,492	\$ -	\$ 122,116	\$ 126,978	\$ 134,001	\$ 139,365	\$ 140,763
\$ 92,140	\$ 100,611	\$ 105,799	\$ -	\$ 114,742	\$ -	\$ 124,558	\$ 129,518	\$ 136,680	\$ 142,152	\$ 143,578
\$ 92,140	\$ 102,624	\$ 107,914	\$ -	\$ 117,037	\$ -	\$ 127,049	\$ 132,108	\$ 139,414	\$ 144,995	\$ 146,450
\$ 92,140	\$ 104,676	\$ 110,073	\$ -	\$ 119,378	\$ -	\$ 129,590	\$ 134,750	\$ 142,202	\$ 147,895	\$ 149,378
\$ 92,140	\$ 106,770	\$ 112,275	\$ -	\$ 121,767	\$ -	\$ 132,183	\$ 137,445	\$ 145,046	\$ 150,854	\$ 152,367
\$ 92,140	\$ 108,905	\$ 114,520	\$ -	\$ 124,202	\$ -	\$ 134,827	\$ 140,194	\$ 147,947	\$ 153,870	\$ 155,414
\$ 92,140	\$ 111,083	\$ 116,810	\$ -	\$ 126,685	\$ -	\$ 137,523	\$ 142,999	\$ 150,906	\$ 156,949	\$ 158,522
\$ 92,140	\$ 113,305	\$ 119,146	\$ -	\$ 129,219	\$ -	\$ 140,273	\$ 145,859	\$ 153,925	\$ 160,087	\$ 161,692
\$ 92,140	\$ 115,570	\$ 121,528	\$ -	\$ 131,803	\$ -	\$ 143,079	\$ 148,776	\$ 157,003	\$ 163,290	\$ 164,926

APPENDIX A8

SALARY SCHEDULE 2021.22

NURSE	BA	BA +30	BA +45	MA BA +60	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
\$ 36,081	\$ 53,387	\$ 56,139	\$ -	\$ 60,885	\$ -	\$ 66,094	\$ 68,726	\$ 72,530	\$ 75,431	\$ 76,185
\$ 40,587	\$ 54,455	\$ 57,262	\$ -	\$ 62,103	\$ -	\$ 67,416	\$ 70,100	\$ 73,980	\$ 76,940	\$ 77,709
\$ 43,448	\$ 55,545	\$ 58,408	\$ -	\$ 63,345	\$ -	\$ 68,765	\$ 71,502	\$ 75,460	\$ 78,478	\$ 79,264
\$ 46,529	\$ 56,655	\$ 59,576	\$ -	\$ 64,612	\$ -	\$ 70,140	\$ 72,932	\$ 76,969	\$ 80,049	\$ 80,849
\$ 49,592	\$ 57,789	\$ 60,768	\$ -	\$ 65,905	\$ -	\$ 71,542	\$ 74,391	\$ 78,508	\$ 81,648	\$ 82,465
\$ 55,360	\$ 58,945	\$ 61,983	\$ -	\$ 67,223	\$ -	\$ 72,974	\$ 75,879	\$ 80,078	\$ 83,282	\$ 84,116
\$ 58,160	\$ 60,123	\$ 63,222	\$ -	\$ 68,567	\$ -	\$ 74,434	\$ 77,397	\$ 81,680	\$ 84,948	\$ 85,797
\$ 61,979	\$ 61,326	\$ 64,486	\$ -	\$ 69,938	\$ -	\$ 75,922	\$ 78,945	\$ 83,313	\$ 86,646	\$ 87,513
\$ 65,381	\$ 62,552	\$ 65,776	\$ -	\$ 71,336	\$ -	\$ 77,441	\$ 80,523	\$ 84,978	\$ 88,379	\$ 89,264
\$ 69,410	\$ 63,803	\$ 67,092	\$ -	\$ 72,763	\$ -	\$ 78,989	\$ 82,134	\$ 86,678	\$ 90,148	\$ 91,049
\$ 72,122	\$ 65,079	\$ 68,434	\$ -	\$ 74,220	\$ -	\$ 80,570	\$ 83,776	\$ 88,411	\$ 91,949	\$ 92,870
\$ 77,775	\$ 66,381	\$ 69,802	\$ -	\$ 75,704	\$ -	\$ 82,182	\$ 85,453	\$ 90,179	\$ 93,789	\$ 94,728
\$ 78,276	\$ 67,708	\$ 71,199	\$ -	\$ 77,218	\$ -	\$ 83,825	\$ 87,161	\$ 91,983	\$ 95,665	\$ 96,622
\$ 80,094	\$ 69,062	\$ 72,623	\$ -	\$ 78,762	\$ -	\$ 85,501	\$ 88,905	\$ 93,822	\$ 97,579	\$ 98,554
\$ 80,701	\$ 70,443	\$ 74,075	\$ -	\$ 80,337	\$ -	\$ 87,210	\$ 90,683	\$ 95,698	\$ 99,530	\$ 100,524
\$ 81,249	\$ 71,851	\$ 75,557	\$ -	\$ 81,943	\$ -	\$ 88,955	\$ 92,497	\$ 97,611	\$ 101,520	\$ 102,555
\$ 81,801	\$ 73,289	\$ 77,067	\$ -	\$ 83,583	\$ -	\$ 90,733	\$ 94,346	\$ 99,564	\$ 103,550	\$ 104,586
\$ 82,350	\$ 74,755	\$ 78,609	\$ -	\$ 85,255	\$ -	\$ 92,548	\$ 96,233	\$ 101,556	\$ 105,621	\$ 106,678
\$ 82,901	\$ 76,250	\$ 80,181	\$ -	\$ 86,960	\$ -	\$ 94,400	\$ 98,158	\$ 103,586	\$ 107,734	\$ 108,812
\$ 83,455	\$ 77,775	\$ 81,785	\$ -	\$ 88,700	\$ -	\$ 96,288	\$ 100,120	\$ 105,658	\$ 109,888	\$ 110,988
\$ 85,124	\$ 79,331	\$ 83,420	\$ -	\$ 90,474	\$ -	\$ 98,214	\$ 102,123	\$ 107,771	\$ 112,086	\$ 113,208
\$ 86,827	\$ 80,917	\$ 85,088	\$ -	\$ 92,284	\$ -	\$ 100,179	\$ 104,165	\$ 109,927	\$ 114,328	\$ 115,472
\$ 88,563	\$ 82,535	\$ 86,790	\$ -	\$ 94,129	\$ -	\$ 102,183	\$ 106,249	\$ 112,125	\$ 116,615	\$ 117,782
\$ 90,334	\$ 84,186	\$ 88,527	\$ -	\$ 96,011	\$ -	\$ 104,226	\$ 108,373	\$ 114,367	\$ 118,947	\$ 120,137
\$ 92,140	\$ 85,870	\$ 90,297	\$ -	\$ 97,931	\$ -	\$ 106,310	\$ 110,541	\$ 116,655	\$ 121,325	\$ 122,539
\$ 92,140	\$ 87,588	\$ 92,103	\$ -	\$ 99,889	\$ -	\$ 108,436	\$ 112,751	\$ 118,987	\$ 123,752	\$ 124,991
\$ 92,140	\$ 89,340	\$ 93,945	\$ -	\$ 101,887	\$ -	\$ 110,604	\$ 115,007	\$ 121,368	\$ 126,227	\$ 127,491
\$ 92,140	\$ 91,126	\$ 95,824	\$ -	\$ 103,925	\$ -	\$ 112,817	\$ 117,307	\$ 123,796	\$ 128,752	\$ 130,042
\$ 92,140	\$ 92,949	\$ 97,741	\$ -	\$ 106,004	\$ -	\$ 115,073	\$ 119,654	\$ 126,271	\$ 131,326	\$ 132,642
\$ 92,140	\$ 94,808	\$ 99,695	\$ -	\$ 108,124	\$ -	\$ 117,375	\$ 122,046	\$ 128,797	\$ 133,953	\$ 135,296
\$ 92,140	\$ 96,704	\$ 101,690	\$ -	\$ 110,286	\$ -	\$ 119,722	\$ 124,488	\$ 131,373	\$ 136,632	\$ 138,002
\$ 92,140	\$ 98,639	\$ 103,724	\$ -	\$ 112,492	\$ -	\$ 122,116	\$ 126,978	\$ 134,001	\$ 139,365	\$ 140,763
\$ 92,140	\$ 100,611	\$ 105,799	\$ -	\$ 114,742	\$ -	\$ 124,558	\$ 129,518	\$ 136,680	\$ 142,152	\$ 143,578
\$ 92,140	\$ 102,624	\$ 107,914	\$ -	\$ 117,037	\$ -	\$ 127,049	\$ 132,108	\$ 139,414	\$ 144,995	\$ 146,450
\$ 92,140	\$ 104,676	\$ 110,073	\$ -	\$ 119,378	\$ -	\$ 129,590	\$ 134,750	\$ 142,202	\$ 147,895	\$ 149,378
\$ 92,140	\$ 106,770	\$ 112,275	\$ -	\$ 121,767	\$ -	\$ 132,183	\$ 137,445	\$ 145,046	\$ 150,854	\$ 152,367
\$ 92,140	\$ 108,905	\$ 114,520	\$ -	\$ 124,202	\$ -	\$ 134,827	\$ 140,194	\$ 147,947	\$ 153,870	\$ 155,414
\$ 92,140	\$ 111,083	\$ 116,810	\$ -	\$ 126,685	\$ -	\$ 137,523	\$ 142,999	\$ 150,906	\$ 156,949	\$ 158,522
\$ 92,140	\$ 113,305	\$ 119,146	\$ -	\$ 129,219	\$ -	\$ 140,273	\$ 145,859	\$ 153,925	\$ 160,087	\$ 161,692
\$ 92,140	\$ 115,570	\$ 121,528	\$ -	\$ 131,803	\$ -	\$ 143,079	\$ 148,776	\$ 157,003	\$ 163,290	\$ 164,926

APPENDIX A9

SALARY SCHEDULE 2022.23

NURSE	BA	BA +30	BA +45	MA BA +60	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 36,442	\$ 53,921	\$ 56,700	\$ -	\$ -	\$ 66,755	\$ 69,413	\$ 73,255	\$ 76,185	\$ 76,947
2	\$ 40,993	\$ 55,000	\$ 57,835	\$ -	\$ -	\$ 68,090	\$ 70,801	\$ 74,720	\$ 77,709	\$ 78,486
3	\$ 43,882	\$ 56,100	\$ 58,992	\$ -	\$ -	\$ 69,453	\$ 72,217	\$ 76,215	\$ 79,263	\$ 80,057
4	\$ 46,994	\$ 57,222	\$ 60,172	\$ -	\$ -	\$ 70,841	\$ 73,661	\$ 77,739	\$ 80,849	\$ 81,657
5	\$ 50,088	\$ 58,367	\$ 61,376	\$ -	\$ -	\$ 72,257	\$ 75,135	\$ 79,293	\$ 82,464	\$ 83,290
6	\$ 55,914	\$ 59,534	\$ 62,603	\$ -	\$ -	\$ 73,704	\$ 76,638	\$ 80,879	\$ 84,115	\$ 84,957
7	\$ 58,742	\$ 60,724	\$ 63,854	\$ -	\$ -	\$ 75,178	\$ 78,171	\$ 82,497	\$ 85,797	\$ 86,655
8	\$ 62,599	\$ 61,939	\$ 65,131	\$ -	\$ -	\$ 76,681	\$ 79,734	\$ 84,146	\$ 87,512	\$ 88,388
9	\$ 66,035	\$ 63,178	\$ 66,434	\$ -	\$ -	\$ 78,215	\$ 81,328	\$ 85,828	\$ 89,263	\$ 90,157
10	\$ 70,104	\$ 64,441	\$ 67,763	\$ -	\$ -	\$ 79,779	\$ 82,955	\$ 87,545	\$ 91,049	\$ 91,959
11	\$ 72,843	\$ 65,730	\$ 69,118	\$ -	\$ -	\$ 81,376	\$ 84,614	\$ 89,295	\$ 92,868	\$ 93,799
12	\$ 78,553	\$ 67,045	\$ 70,500	\$ -	\$ -	\$ 83,004	\$ 86,308	\$ 91,081	\$ 94,727	\$ 95,675
13	\$ 79,059	\$ 68,385	\$ 71,911	\$ -	\$ -	\$ 84,663	\$ 88,033	\$ 92,903	\$ 96,622	\$ 97,588
14	\$ 80,895	\$ 69,753	\$ 73,349	\$ -	\$ -	\$ 86,356	\$ 89,794	\$ 94,760	\$ 98,555	\$ 99,540
15	\$ 81,508	\$ 71,147	\$ 74,816	\$ -	\$ -	\$ 88,082	\$ 91,590	\$ 96,655	\$ 100,525	\$ 101,529
16	\$ 82,061	\$ 72,570	\$ 76,313	\$ -	\$ -	\$ 89,845	\$ 93,422	\$ 98,587	\$ 102,535	\$ 103,560
17	\$ 82,619	\$ 74,022	\$ 77,838	\$ -	\$ -	\$ 91,640	\$ 95,289	\$ 100,560	\$ 104,586	\$ 105,632
18	\$ 83,174	\$ 75,503	\$ 79,395	\$ -	\$ -	\$ 93,473	\$ 97,195	\$ 102,572	\$ 106,677	\$ 107,745
19	\$ 83,730	\$ 77,013	\$ 80,983	\$ -	\$ -	\$ 95,344	\$ 99,140	\$ 104,622	\$ 108,811	\$ 109,900
20	\$ 84,290	\$ 78,553	\$ 82,603	\$ -	\$ -	\$ 97,251	\$ 101,121	\$ 106,715	\$ 110,987	\$ 112,098
21	\$ 85,975	\$ 80,124	\$ 84,254	\$ -	\$ -	\$ 99,196	\$ 103,144	\$ 108,849	\$ 113,207	\$ 114,340
22	\$ 87,695	\$ 81,726	\$ 85,939	\$ -	\$ -	\$ 101,181	\$ 105,207	\$ 111,026	\$ 115,471	\$ 116,627
23	\$ 89,449	\$ 83,360	\$ 87,658	\$ -	\$ -	\$ 103,205	\$ 107,311	\$ 113,246	\$ 117,781	\$ 118,960
24	\$ 91,237	\$ 85,028	\$ 89,412	\$ -	\$ -	\$ 105,268	\$ 109,457	\$ 115,511	\$ 120,136	\$ 121,338
25	\$ 93,061	\$ 86,729	\$ 91,200	\$ -	\$ -	\$ 107,373	\$ 111,646	\$ 117,822	\$ 122,538	\$ 123,764
26	\$ 93,061	\$ 88,464	\$ 93,024	\$ -	\$ -	\$ 109,520	\$ 113,879	\$ 120,177	\$ 124,990	\$ 126,241
27	\$ 93,061	\$ 90,233	\$ 94,884	\$ -	\$ -	\$ 111,710	\$ 116,157	\$ 122,582	\$ 127,489	\$ 128,766
28	\$ 93,061	\$ 92,037	\$ 96,782	\$ -	\$ -	\$ 113,945	\$ 118,480	\$ 125,034	\$ 130,040	\$ 131,342
29	\$ 93,061	\$ 93,878	\$ 98,718	\$ -	\$ -	\$ 116,224	\$ 120,851	\$ 127,534	\$ 132,639	\$ 133,968
30	\$ 93,061	\$ 95,756	\$ 100,692	\$ -	\$ -	\$ 118,549	\$ 123,266	\$ 130,085	\$ 135,293	\$ 136,649
31	\$ 93,061	\$ 97,671	\$ 102,707	\$ -	\$ -	\$ 120,919	\$ 125,733	\$ 132,687	\$ 137,998	\$ 139,382
32	\$ 93,061	\$ 99,625	\$ 104,761	\$ -	\$ -	\$ 123,337	\$ 128,248	\$ 135,341	\$ 140,759	\$ 142,171
33	\$ 93,061	\$ 101,617	\$ 106,857	\$ -	\$ -	\$ 125,804	\$ 130,813	\$ 138,047	\$ 143,574	\$ 145,014
34	\$ 93,061	\$ 103,650	\$ 108,993	\$ -	\$ -	\$ 128,319	\$ 133,429	\$ 140,808	\$ 146,445	\$ 147,915
35	\$ 93,061	\$ 105,723	\$ 111,174	\$ -	\$ -	\$ 130,886	\$ 136,098	\$ 143,624	\$ 149,374	\$ 150,872
36	\$ 93,061	\$ 107,838	\$ 113,398	\$ -	\$ -	\$ 133,505	\$ 138,819	\$ 146,496	\$ 152,363	\$ 153,891
37	\$ 93,061	\$ 109,994	\$ 115,665	\$ -	\$ -	\$ 136,175	\$ 141,596	\$ 149,426	\$ 155,409	\$ 156,968
38	\$ 93,061	\$ 112,194	\$ 117,978	\$ -	\$ -	\$ 138,898	\$ 144,429	\$ 152,415	\$ 158,518	\$ 160,107
39	\$ 93,061	\$ 114,438	\$ 120,337	\$ -	\$ -	\$ 141,676	\$ 147,318	\$ 155,464	\$ 161,688	\$ 163,309
40	\$ 93,061	\$ 116,726	\$ 122,743	\$ -	\$ -	\$ 144,510	\$ 150,264	\$ 158,573	\$ 164,923	\$ 166,575

APPENDIX A10

SALARY SCHEDULE 2023.24

NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
\$ 36,442	\$ 53,921	\$ 56,700	\$ -	\$ 61,494	\$ -	\$ 66,755	\$ 69,413	\$ 73,255	\$ 76,185	\$ 76,947
\$ 40,993	\$ 55,000	\$ 57,835	\$ -	\$ 62,724	\$ -	\$ 68,090	\$ 70,801	\$ 74,720	\$ 77,709	\$ 78,486
\$ 43,882	\$ 56,100	\$ 58,992	\$ -	\$ 63,978	\$ -	\$ 69,453	\$ 72,217	\$ 76,215	\$ 79,263	\$ 80,057
\$ 46,994	\$ 57,222	\$ 60,172	\$ -	\$ 65,258	\$ -	\$ 70,841	\$ 73,661	\$ 77,739	\$ 80,849	\$ 81,657
\$ 50,088	\$ 58,367	\$ 61,376	\$ -	\$ 66,564	\$ -	\$ 72,257	\$ 75,135	\$ 79,293	\$ 82,464	\$ 83,290
\$ 55,914	\$ 59,534	\$ 62,603	\$ -	\$ 67,895	\$ -	\$ 73,704	\$ 76,638	\$ 80,879	\$ 84,115	\$ 84,957
\$ 58,742	\$ 60,724	\$ 63,854	\$ -	\$ 69,253	\$ -	\$ 75,178	\$ 78,171	\$ 82,497	\$ 85,797	\$ 86,655
\$ 62,599	\$ 61,939	\$ 65,131	\$ -	\$ 70,637	\$ -	\$ 76,681	\$ 79,734	\$ 84,146	\$ 87,512	\$ 88,388
\$ 66,035	\$ 63,178	\$ 66,434	\$ -	\$ 72,049	\$ -	\$ 78,215	\$ 81,328	\$ 85,828	\$ 89,263	\$ 90,157
\$ 70,104	\$ 64,441	\$ 67,763	\$ -	\$ 73,491	\$ -	\$ 79,779	\$ 82,955	\$ 87,545	\$ 91,049	\$ 91,959
\$ 72,843	\$ 65,730	\$ 69,118	\$ -	\$ 74,962	\$ -	\$ 81,376	\$ 84,614	\$ 89,295	\$ 92,868	\$ 93,799
\$ 78,553	\$ 67,045	\$ 70,500	\$ -	\$ 76,461	\$ -	\$ 83,004	\$ 86,308	\$ 91,081	\$ 94,727	\$ 95,675
\$ 79,059	\$ 68,385	\$ 71,911	\$ -	\$ 77,990	\$ -	\$ 84,663	\$ 88,033	\$ 92,903	\$ 96,622	\$ 97,588
\$ 80,895	\$ 69,753	\$ 73,349	\$ -	\$ 79,550	\$ -	\$ 86,356	\$ 89,794	\$ 94,760	\$ 98,555	\$ 99,540
\$ 81,508	\$ 71,147	\$ 74,816	\$ -	\$ 81,140	\$ -	\$ 88,082	\$ 91,590	\$ 96,655	\$ 100,525	\$ 101,529
\$ 82,061	\$ 72,570	\$ 76,313	\$ -	\$ 82,762	\$ -	\$ 89,845	\$ 93,422	\$ 98,587	\$ 102,535	\$ 103,560
\$ 82,619	\$ 74,022	\$ 77,838	\$ -	\$ 84,419	\$ -	\$ 91,640	\$ 95,289	\$ 100,560	\$ 104,586	\$ 105,632
\$ 83,174	\$ 75,503	\$ 79,395	\$ -	\$ 86,108	\$ -	\$ 93,473	\$ 97,195	\$ 102,572	\$ 106,677	\$ 107,745
\$ 83,730	\$ 77,013	\$ 80,983	\$ -	\$ 87,830	\$ -	\$ 95,344	\$ 99,140	\$ 104,622	\$ 108,811	\$ 109,900
\$ 84,290	\$ 78,553	\$ 82,603	\$ -	\$ 89,587	\$ -	\$ 97,251	\$ 101,121	\$ 106,715	\$ 110,987	\$ 112,098
\$ 85,975	\$ 80,124	\$ 84,254	\$ -	\$ 91,379	\$ -	\$ 99,196	\$ 103,144	\$ 108,849	\$ 113,207	\$ 114,340
\$ 87,695	\$ 81,726	\$ 85,939	\$ -	\$ 93,207	\$ -	\$ 101,181	\$ 105,207	\$ 111,026	\$ 115,471	\$ 116,627
\$ 89,449	\$ 83,360	\$ 87,658	\$ -	\$ 95,070	\$ -	\$ 103,205	\$ 107,311	\$ 113,246	\$ 117,781	\$ 118,960
\$ 91,237	\$ 85,028	\$ 89,412	\$ -	\$ 96,971	\$ -	\$ 105,268	\$ 109,457	\$ 115,511	\$ 120,136	\$ 121,338
\$ 93,061	\$ 86,729	\$ 91,200	\$ -	\$ 98,910	\$ -	\$ 107,373	\$ 111,646	\$ 117,822	\$ 122,538	\$ 123,764
\$ 93,061	\$ 88,464	\$ 93,024	\$ -	\$ 100,888	\$ -	\$ 109,520	\$ 113,879	\$ 120,177	\$ 124,990	\$ 126,241
\$ 93,061	\$ 90,233	\$ 94,884	\$ -	\$ 102,906	\$ -	\$ 111,710	\$ 116,157	\$ 122,582	\$ 127,489	\$ 128,766
\$ 93,061	\$ 92,037	\$ 96,782	\$ -	\$ 104,964	\$ -	\$ 113,945	\$ 118,480	\$ 125,034	\$ 130,040	\$ 131,342
\$ 93,061	\$ 93,878	\$ 98,718	\$ -	\$ 107,064	\$ -	\$ 116,224	\$ 120,851	\$ 127,534	\$ 132,639	\$ 133,968
\$ 93,061	\$ 95,756	\$ 100,692	\$ -	\$ 109,205	\$ -	\$ 118,549	\$ 123,266	\$ 130,085	\$ 135,293	\$ 136,649
\$ 93,061	\$ 97,671	\$ 102,707	\$ -	\$ 111,389	\$ -	\$ 120,919	\$ 125,733	\$ 132,687	\$ 137,998	\$ 139,382
\$ 93,061	\$ 99,625	\$ 104,761	\$ -	\$ 113,617	\$ -	\$ 123,337	\$ 128,248	\$ 135,341	\$ 140,759	\$ 142,171
\$ 93,061	\$ 101,617	\$ 106,857	\$ -	\$ 115,889	\$ -	\$ 125,804	\$ 130,813	\$ 138,047	\$ 143,574	\$ 145,014
\$ 93,061	\$ 103,650	\$ 108,993	\$ -	\$ 118,207	\$ -	\$ 128,319	\$ 133,429	\$ 140,808	\$ 146,445	\$ 147,915
\$ 93,061	\$ 105,723	\$ 111,174	\$ -	\$ 120,572	\$ -	\$ 130,886	\$ 136,098	\$ 143,624	\$ 149,374	\$ 150,872
\$ 93,061	\$ 107,838	\$ 113,398	\$ -	\$ 122,985	\$ -	\$ 133,505	\$ 138,819	\$ 146,496	\$ 152,363	\$ 153,891
\$ 93,061	\$ 109,994	\$ 115,665	\$ -	\$ 125,444	\$ -	\$ 136,175	\$ 141,596	\$ 149,426	\$ 155,409	\$ 156,968
\$ 93,061	\$ 112,194	\$ 117,978	\$ -	\$ 127,952	\$ -	\$ 138,898	\$ 144,429	\$ 152,415	\$ 158,518	\$ 160,107
\$ 93,061	\$ 114,438	\$ 120,337	\$ -	\$ 130,511	\$ -	\$ 141,676	\$ 147,318	\$ 155,464	\$ 161,688	\$ 163,309
\$ 93,061	\$ 116,726	\$ 122,743	\$ -	\$ 133,121	\$ -	\$ 144,510	\$ 150,264	\$ 158,573	\$ 164,923	\$ 166,575

APPENDIX A11

SALARY SCHEDULE 2024.25

NURSE	BA	BA +30	BA +45	MA	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 36,806	\$ 54,460	\$ 57,267	\$ -	\$ 62,109	\$ -	\$ 67,423	\$ 70,107	\$ 73,988	\$ 77,716
2	\$ 41,403	\$ 55,550	\$ 58,413	\$ -	\$ 63,351	\$ -	\$ 68,771	\$ 71,509	\$ 75,467	\$ 79,271
3	\$ 44,321	\$ 56,661	\$ 59,582	\$ -	\$ 64,618	\$ -	\$ 70,148	\$ 72,939	\$ 76,977	\$ 80,858
4	\$ 47,464	\$ 57,794	\$ 60,774	\$ -	\$ 65,911	\$ -	\$ 71,549	\$ 74,398	\$ 78,516	\$ 81,657
5	\$ 50,589	\$ 58,951	\$ 61,990	\$ -	\$ 67,230	\$ -	\$ 72,980	\$ 75,886	\$ 80,086	\$ 83,289
6	\$ 56,473	\$ 60,129	\$ 63,229	\$ -	\$ 68,574	\$ -	\$ 74,441	\$ 77,404	\$ 81,688	\$ 84,956
7	\$ 59,329	\$ 61,331	\$ 64,493	\$ -	\$ 69,946	\$ -	\$ 75,930	\$ 78,953	\$ 83,322	\$ 86,555
8	\$ 63,225	\$ 62,558	\$ 65,782	\$ -	\$ 71,343	\$ -	\$ 77,448	\$ 80,531	\$ 84,987	\$ 88,387
9	\$ 66,695	\$ 63,810	\$ 67,098	\$ -	\$ 72,769	\$ -	\$ 78,997	\$ 82,141	\$ 86,686	\$ 90,156
10	\$ 70,805	\$ 65,085	\$ 68,441	\$ -	\$ 74,226	\$ -	\$ 80,577	\$ 83,785	\$ 88,420	\$ 91,959
11	\$ 73,571	\$ 66,387	\$ 69,809	\$ -	\$ 75,712	\$ -	\$ 82,190	\$ 85,460	\$ 90,188	\$ 93,797
12	\$ 79,339	\$ 67,715	\$ 71,205	\$ -	\$ 77,226	\$ -	\$ 83,834	\$ 87,171	\$ 91,992	\$ 95,674
13	\$ 79,850	\$ 69,069	\$ 72,630	\$ -	\$ 78,770	\$ -	\$ 85,510	\$ 88,913	\$ 93,832	\$ 97,588
14	\$ 81,704	\$ 70,451	\$ 74,082	\$ -	\$ 80,346	\$ -	\$ 87,220	\$ 90,692	\$ 95,708	\$ 99,541
15	\$ 82,323	\$ 71,858	\$ 75,564	\$ -	\$ 81,951	\$ -	\$ 88,963	\$ 92,506	\$ 97,622	\$ 101,530
16	\$ 82,882	\$ 73,296	\$ 77,076	\$ -	\$ 83,590	\$ -	\$ 90,743	\$ 94,356	\$ 99,573	\$ 103,560
17	\$ 83,445	\$ 74,762	\$ 78,616	\$ -	\$ 85,263	\$ -	\$ 92,556	\$ 96,242	\$ 101,566	\$ 105,632
18	\$ 84,006	\$ 76,258	\$ 80,189	\$ -	\$ 86,969	\$ -	\$ 94,408	\$ 98,167	\$ 103,598	\$ 107,744
19	\$ 84,567	\$ 77,783	\$ 81,793	\$ -	\$ 88,708	\$ -	\$ 96,297	\$ 100,131	\$ 105,668	\$ 109,899
20	\$ 85,133	\$ 79,339	\$ 83,429	\$ -	\$ 90,483	\$ -	\$ 98,224	\$ 102,132	\$ 107,782	\$ 112,097
21	\$ 86,835	\$ 80,925	\$ 85,097	\$ -	\$ 92,293	\$ -	\$ 100,188	\$ 104,175	\$ 109,937	\$ 114,339
22	\$ 88,572	\$ 82,543	\$ 86,798	\$ -	\$ 94,139	\$ -	\$ 102,193	\$ 106,259	\$ 112,136	\$ 116,626
23	\$ 90,343	\$ 84,194	\$ 88,535	\$ -	\$ 96,021	\$ -	\$ 104,237	\$ 108,384	\$ 114,378	\$ 118,959
24	\$ 92,149	\$ 85,878	\$ 90,306	\$ -	\$ 97,941	\$ -	\$ 106,321	\$ 110,552	\$ 116,666	\$ 121,337
25	\$ 93,992	\$ 87,596	\$ 92,112	\$ -	\$ 99,899	\$ -	\$ 108,447	\$ 112,762	\$ 119,000	\$ 123,763
26	\$ 93,992	\$ 89,349	\$ 93,954	\$ -	\$ 101,897	\$ -	\$ 110,615	\$ 115,018	\$ 121,379	\$ 126,240
27	\$ 93,992	\$ 91,135	\$ 95,833	\$ -	\$ 103,935	\$ -	\$ 112,827	\$ 117,319	\$ 123,808	\$ 128,764
28	\$ 93,992	\$ 92,957	\$ 97,750	\$ -	\$ 106,014	\$ -	\$ 115,084	\$ 119,665	\$ 126,284	\$ 131,340
29	\$ 93,992	\$ 94,817	\$ 99,705	\$ -	\$ 108,135	\$ -	\$ 117,386	\$ 122,060	\$ 128,809	\$ 133,965
30	\$ 93,992	\$ 96,714	\$ 101,699	\$ -	\$ 110,297	\$ -	\$ 119,734	\$ 124,499	\$ 131,386	\$ 136,646
31	\$ 93,992	\$ 98,648	\$ 103,734	\$ -	\$ 112,503	\$ -	\$ 122,128	\$ 126,990	\$ 134,014	\$ 139,378
32	\$ 93,992	\$ 100,621	\$ 105,809	\$ -	\$ 114,753	\$ -	\$ 124,570	\$ 129,530	\$ 136,694	\$ 142,167
33	\$ 93,992	\$ 102,633	\$ 107,926	\$ -	\$ 117,048	\$ -	\$ 127,062	\$ 132,121	\$ 139,427	\$ 145,010
34	\$ 93,992	\$ 104,687	\$ 110,083	\$ -	\$ 119,389	\$ -	\$ 129,602	\$ 134,763	\$ 142,216	\$ 147,909
35	\$ 93,992	\$ 106,780	\$ 112,286	\$ -	\$ 121,778	\$ -	\$ 132,195	\$ 137,459	\$ 145,060	\$ 150,868
36	\$ 93,992	\$ 108,916	\$ 114,532	\$ -	\$ 124,215	\$ -	\$ 134,840	\$ 140,207	\$ 147,961	\$ 153,887
37	\$ 93,992	\$ 111,094	\$ 116,822	\$ -	\$ 126,698	\$ -	\$ 137,537	\$ 143,012	\$ 150,920	\$ 156,963
38	\$ 93,992	\$ 113,316	\$ 119,158	\$ -	\$ 129,232	\$ -	\$ 140,287	\$ 145,873	\$ 153,939	\$ 160,103
39	\$ 93,992	\$ 115,582	\$ 121,540	\$ -	\$ 131,816	\$ -	\$ 143,093	\$ 148,791	\$ 157,019	\$ 163,305
40	\$ 93,992	\$ 117,893	\$ 123,970	\$ -	\$ 134,452	\$ -	\$ 145,955	\$ 151,767	\$ 160,159	\$ 166,572

APPENDIX A12

SALARY SCHEDULE 2025.26

NURSE	BA	BA +30	BA +45	MA BA +60	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
\$ 36,806	\$ 54,460	\$ 57,267	\$ -	\$ 62,109	\$ -	\$ 67,423	\$ 70,107	\$ 73,988	\$ 76,947	\$ 77,716
\$ 41,403	\$ 55,550	\$ 58,413	\$ -	\$ 63,351	\$ -	\$ 68,771	\$ 71,509	\$ 75,467	\$ 78,486	\$ 79,271
\$ 44,321	\$ 56,661	\$ 59,582	\$ -	\$ 64,618	\$ -	\$ 70,148	\$ 72,939	\$ 76,977	\$ 80,056	\$ 80,858
\$ 47,464	\$ 57,794	\$ 60,774	\$ -	\$ 65,911	\$ -	\$ 71,549	\$ 74,398	\$ 78,516	\$ 81,657	\$ 82,474
\$ 50,589	\$ 58,951	\$ 61,990	\$ -	\$ 67,230	\$ -	\$ 72,980	\$ 75,886	\$ 80,086	\$ 83,289	\$ 84,123
\$ 56,473	\$ 60,129	\$ 63,229	\$ -	\$ 68,574	\$ -	\$ 74,441	\$ 77,404	\$ 81,688	\$ 84,956	\$ 85,807
\$ 59,329	\$ 61,331	\$ 64,493	\$ -	\$ 69,946	\$ -	\$ 75,930	\$ 78,953	\$ 83,322	\$ 86,655	\$ 87,522
\$ 63,225	\$ 62,558	\$ 65,782	\$ -	\$ 71,343	\$ -	\$ 77,448	\$ 80,531	\$ 84,987	\$ 88,387	\$ 89,272
\$ 66,695	\$ 63,810	\$ 67,098	\$ -	\$ 72,769	\$ -	\$ 78,997	\$ 82,141	\$ 86,686	\$ 90,156	\$ 91,059
\$ 70,805	\$ 65,085	\$ 68,441	\$ -	\$ 74,226	\$ -	\$ 80,577	\$ 83,785	\$ 88,420	\$ 91,959	\$ 92,879
\$ 73,571	\$ 66,387	\$ 69,809	\$ -	\$ 75,712	\$ -	\$ 82,190	\$ 85,460	\$ 90,188	\$ 93,797	\$ 94,737
\$ 79,339	\$ 67,715	\$ 71,205	\$ -	\$ 77,226	\$ -	\$ 83,834	\$ 87,171	\$ 91,992	\$ 95,674	\$ 96,632
\$ 79,850	\$ 69,069	\$ 72,630	\$ -	\$ 78,770	\$ -	\$ 85,510	\$ 88,913	\$ 93,832	\$ 97,588	\$ 98,564
\$ 81,704	\$ 70,451	\$ 74,082	\$ -	\$ 80,346	\$ -	\$ 87,220	\$ 90,692	\$ 95,708	\$ 99,541	\$ 100,535
\$ 82,323	\$ 71,858	\$ 75,564	\$ -	\$ 81,951	\$ -	\$ 88,963	\$ 92,506	\$ 97,622	\$ 101,530	\$ 102,544
\$ 82,882	\$ 73,296	\$ 77,076	\$ -	\$ 83,590	\$ -	\$ 90,743	\$ 94,356	\$ 99,573	\$ 103,560	\$ 104,596
\$ 83,445	\$ 74,762	\$ 78,616	\$ -	\$ 85,263	\$ -	\$ 92,556	\$ 96,242	\$ 101,566	\$ 105,632	\$ 106,688
\$ 84,006	\$ 76,258	\$ 80,189	\$ -	\$ 86,969	\$ -	\$ 94,408	\$ 98,167	\$ 103,598	\$ 107,744	\$ 108,822
\$ 84,567	\$ 77,783	\$ 81,793	\$ -	\$ 88,708	\$ -	\$ 96,297	\$ 100,131	\$ 105,668	\$ 109,899	\$ 110,999
\$ 85,133	\$ 79,339	\$ 83,429	\$ -	\$ 90,483	\$ -	\$ 98,224	\$ 102,132	\$ 107,782	\$ 112,097	\$ 113,219
\$ 86,835	\$ 80,925	\$ 85,097	\$ -	\$ 92,293	\$ -	\$ 100,188	\$ 104,175	\$ 109,937	\$ 114,339	\$ 115,483
\$ 88,572	\$ 82,543	\$ 86,798	\$ -	\$ 94,139	\$ -	\$ 102,193	\$ 106,259	\$ 112,136	\$ 116,626	\$ 117,793
\$ 90,343	\$ 84,194	\$ 88,535	\$ -	\$ 96,021	\$ -	\$ 104,237	\$ 108,384	\$ 114,378	\$ 118,959	\$ 120,150
\$ 92,149	\$ 85,878	\$ 90,306	\$ -	\$ 97,941	\$ -	\$ 106,321	\$ 110,552	\$ 116,666	\$ 121,337	\$ 122,551
\$ 93,992	\$ 87,596	\$ 92,112	\$ -	\$ 99,899	\$ -	\$ 108,447	\$ 112,762	\$ 119,000	\$ 123,763	\$ 125,002
\$ 93,992	\$ 89,349	\$ 93,954	\$ -	\$ 101,897	\$ -	\$ 110,615	\$ 115,018	\$ 121,379	\$ 126,240	\$ 127,503
\$ 93,992	\$ 91,135	\$ 95,833	\$ -	\$ 103,935	\$ -	\$ 112,827	\$ 117,319	\$ 123,808	\$ 128,764	\$ 130,054
\$ 93,992	\$ 92,957	\$ 97,750	\$ -	\$ 106,014	\$ -	\$ 115,084	\$ 119,665	\$ 126,284	\$ 131,340	\$ 132,655
\$ 93,992	\$ 94,817	\$ 99,705	\$ -	\$ 108,135	\$ -	\$ 117,386	\$ 122,060	\$ 128,809	\$ 133,965	\$ 135,308
\$ 93,992	\$ 96,714	\$ 101,699	\$ -	\$ 110,297	\$ -	\$ 119,734	\$ 124,499	\$ 131,386	\$ 136,646	\$ 138,015
\$ 93,992	\$ 98,648	\$ 103,734	\$ -	\$ 112,503	\$ -	\$ 122,128	\$ 126,990	\$ 134,014	\$ 139,378	\$ 140,776
\$ 93,992	\$ 100,621	\$ 105,809	\$ -	\$ 114,753	\$ -	\$ 124,570	\$ 129,530	\$ 136,594	\$ 142,167	\$ 143,593
\$ 93,992	\$ 102,633	\$ 107,926	\$ -	\$ 117,048	\$ -	\$ 127,062	\$ 132,121	\$ 139,427	\$ 145,010	\$ 146,464
\$ 93,992	\$ 104,687	\$ 110,083	\$ -	\$ 119,389	\$ -	\$ 129,602	\$ 134,763	\$ 142,216	\$ 147,909	\$ 149,394
\$ 93,992	\$ 106,780	\$ 112,286	\$ -	\$ 121,778	\$ -	\$ 132,195	\$ 137,459	\$ 145,060	\$ 150,868	\$ 152,381
\$ 93,992	\$ 108,916	\$ 114,532	\$ -	\$ 124,215	\$ -	\$ 134,840	\$ 140,207	\$ 147,961	\$ 153,887	\$ 155,430
\$ 93,992	\$ 111,094	\$ 116,822	\$ -	\$ 126,698	\$ -	\$ 137,537	\$ 143,012	\$ 150,920	\$ 156,963	\$ 158,538
\$ 93,992	\$ 113,316	\$ 119,158	\$ -	\$ 129,232	\$ -	\$ 140,287	\$ 145,873	\$ 153,939	\$ 160,103	\$ 161,708
\$ 93,992	\$ 115,582	\$ 121,540	\$ -	\$ 131,816	\$ -	\$ 143,093	\$ 148,791	\$ 157,019	\$ 163,305	\$ 164,942
\$ 93,992	\$ 117,893	\$ 123,970	\$ -	\$ 134,452	\$ -	\$ 145,955	\$ 151,767	\$ 160,159	\$ 166,572	\$ 168,241

APPENDIX 13

SALARY SCHEDULE 2026.27

NURSE	BA	BA +30	BA +45	MA	MA +60	MA +15	MA +30	MA +45	MA +60	MA +75	DOCT.
1	\$ 36,806	\$ 54,460	\$ 57,267	\$ -	\$ 62,109	\$ -	\$ 67,423	\$ 70,107	\$ 73,988	\$ 76,947	\$ 77,716
2	\$ 41,403	\$ 55,550	\$ 58,413	\$ -	\$ 63,351	\$ -	\$ 68,771	\$ 71,509	\$ 75,467	\$ 78,486	\$ 79,271
3	\$ 44,321	\$ 56,661	\$ 59,582	\$ -	\$ 64,618	\$ -	\$ 70,148	\$ 72,939	\$ 76,977	\$ 80,056	\$ 80,858
4	\$ 47,464	\$ 57,794	\$ 60,774	\$ -	\$ 65,911	\$ -	\$ 71,549	\$ 74,398	\$ 78,516	\$ 81,657	\$ 82,474
5	\$ 50,589	\$ 58,951	\$ 61,990	\$ -	\$ 67,230	\$ -	\$ 72,980	\$ 75,886	\$ 80,086	\$ 83,289	\$ 84,123
6	\$ 56,473	\$ 60,129	\$ 63,229	\$ -	\$ 68,574	\$ -	\$ 74,441	\$ 77,404	\$ 81,688	\$ 84,956	\$ 85,807
7	\$ 59,329	\$ 61,331	\$ 64,493	\$ -	\$ 69,946	\$ -	\$ 75,930	\$ 78,953	\$ 83,322	\$ 86,655	\$ 87,522
8	\$ 63,225	\$ 62,558	\$ 65,782	\$ -	\$ 71,343	\$ -	\$ 77,448	\$ 80,531	\$ 84,987	\$ 88,387	\$ 89,272
9	\$ 66,695	\$ 63,810	\$ 67,098	\$ -	\$ 72,769	\$ -	\$ 78,997	\$ 82,141	\$ 86,686	\$ 90,156	\$ 91,059
10	\$ 70,805	\$ 55,085	\$ 68,441	\$ -	\$ 74,226	\$ -	\$ 80,577	\$ 83,785	\$ 88,420	\$ 91,959	\$ 92,879
11	\$ 73,571	\$ 56,387	\$ 69,809	\$ -	\$ 75,712	\$ -	\$ 82,190	\$ 85,460	\$ 90,188	\$ 93,797	\$ 94,737
12	\$ 79,339	\$ 67,715	\$ 71,205	\$ -	\$ 77,226	\$ -	\$ 83,834	\$ 87,171	\$ 91,992	\$ 95,674	\$ 96,632
13	\$ 79,850	\$ 69,069	\$ 72,630	\$ -	\$ 78,770	\$ -	\$ 85,510	\$ 88,913	\$ 93,832	\$ 97,588	\$ 98,564
14	\$ 81,704	\$ 70,451	\$ 74,082	\$ -	\$ 80,346	\$ -	\$ 87,220	\$ 90,692	\$ 95,708	\$ 99,541	\$ 100,535
15	\$ 82,323	\$ 71,858	\$ 75,564	\$ -	\$ 81,951	\$ -	\$ 88,963	\$ 92,506	\$ 97,622	\$ 101,530	\$ 102,544
16	\$ 82,882	\$ 73,296	\$ 77,076	\$ -	\$ 83,590	\$ -	\$ 90,743	\$ 94,356	\$ 99,573	\$ 103,560	\$ 104,596
17	\$ 83,445	\$ 74,762	\$ 78,616	\$ -	\$ 85,263	\$ -	\$ 92,556	\$ 96,242	\$ 101,566	\$ 105,632	\$ 106,688
18	\$ 84,006	\$ 76,258	\$ 80,189	\$ -	\$ 86,969	\$ -	\$ 94,408	\$ 98,167	\$ 103,598	\$ 107,744	\$ 108,822
19	\$ 84,567	\$ 77,783	\$ 81,793	\$ -	\$ 88,708	\$ -	\$ 96,297	\$ 100,131	\$ 105,668	\$ 109,899	\$ 110,999
20	\$ 85,133	\$ 79,339	\$ 83,429	\$ -	\$ 90,483	\$ -	\$ 98,224	\$ 102,132	\$ 107,782	\$ 112,097	\$ 113,219
21	\$ 86,835	\$ 80,925	\$ 85,097	\$ -	\$ 92,293	\$ -	\$ 100,188	\$ 104,175	\$ 109,937	\$ 114,339	\$ 115,483
22	\$ 88,572	\$ 82,543	\$ 86,798	\$ -	\$ 94,139	\$ -	\$ 102,193	\$ 106,259	\$ 112,136	\$ 116,626	\$ 117,793
23	\$ 90,343	\$ 84,194	\$ 88,535	\$ -	\$ 96,021	\$ -	\$ 104,237	\$ 108,384	\$ 114,378	\$ 118,959	\$ 120,150
24	\$ 92,149	\$ 85,878	\$ 90,306	\$ -	\$ 97,941	\$ -	\$ 106,321	\$ 110,552	\$ 116,666	\$ 121,337	\$ 122,551
25	\$ 93,992	\$ 87,596	\$ 92,112	\$ -	\$ 99,899	\$ -	\$ 108,447	\$ 112,762	\$ 119,000	\$ 123,763	\$ 125,002
26	\$ 93,992	\$ 89,349	\$ 93,954	\$ -	\$ 101,897	\$ -	\$ 110,615	\$ 115,018	\$ 121,379	\$ 126,240	\$ 127,503
27	\$ 93,992	\$ 91,135	\$ 95,833	\$ -	\$ 103,935	\$ -	\$ 112,827	\$ 117,319	\$ 123,808	\$ 128,764	\$ 130,054
28	\$ 93,992	\$ 92,957	\$ 97,750	\$ -	\$ 106,014	\$ -	\$ 115,084	\$ 119,665	\$ 126,284	\$ 131,340	\$ 132,655
29	\$ 93,992	\$ 94,817	\$ 99,705	\$ -	\$ 108,135	\$ -	\$ 117,386	\$ 122,060	\$ 128,809	\$ 133,965	\$ 135,308
30	\$ 93,992	\$ 96,714	\$ 101,699	\$ -	\$ 110,297	\$ -	\$ 119,734	\$ 124,499	\$ 131,386	\$ 136,646	\$ 138,015
31	\$ 93,992	\$ 98,648	\$ 103,734	\$ -	\$ 112,503	\$ -	\$ 122,128	\$ 126,990	\$ 134,014	\$ 139,378	\$ 140,776
32	\$ 93,992	\$ 100,621	\$ 105,809	\$ -	\$ 114,753	\$ -	\$ 124,570	\$ 129,530	\$ 136,694	\$ 142,167	\$ 143,593
33	\$ 93,992	\$ 102,633	\$ 107,926	\$ -	\$ 117,048	\$ -	\$ 127,062	\$ 132,121	\$ 139,427	\$ 145,010	\$ 146,464
34	\$ 93,992	\$ 104,687	\$ 110,083	\$ -	\$ 119,389	\$ -	\$ 129,602	\$ 134,763	\$ 142,216	\$ 147,909	\$ 149,394
35	\$ 93,992	\$ 106,780	\$ 112,286	\$ -	\$ 121,778	\$ -	\$ 132,195	\$ 137,459	\$ 145,060	\$ 150,868	\$ 152,381
36	\$ 93,992	\$ 108,916	\$ 114,532	\$ -	\$ 124,215	\$ -	\$ 134,840	\$ 140,207	\$ 147,961	\$ 153,887	\$ 155,430
37	\$ 93,992	\$ 111,094	\$ 116,822	\$ -	\$ 126,698	\$ -	\$ 137,537	\$ 143,012	\$ 150,920	\$ 156,963	\$ 158,538
38	\$ 93,992	\$ 113,316	\$ 119,158	\$ -	\$ 129,232	\$ -	\$ 140,287	\$ 145,873	\$ 153,939	\$ 160,103	\$ 161,708
39	\$ 93,992	\$ 115,582	\$ 121,540	\$ -	\$ 131,816	\$ -	\$ 143,093	\$ 148,791	\$ 157,019	\$ 163,305	\$ 164,942
40	\$ 93,992	\$ 117,893	\$ 123,970	\$ -	\$ 134,452	\$ -	\$ 145,955	\$ 151,767	\$ 160,159	\$ 166,572	\$ 168,241

APPENDIX B GRIEVANCE PROCEDURE

A. Purpose

It is the policy of the Board of Education and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure.

B. Definitions

1. A grievance is any dispute between the parties concerning the meaning or application of the terms and conditions of this Agreement.

2. A grievance may be initiated by a teacher, the Association, the Superintendent of Schools or the Board of Education, any of whom shall be deemed an aggrieved party.

C. Submission of Grievance

1. An aggrieved party may be represented at any or all stages of the grievance procedure by a representative or representatives of the Association, and by counsel at a hearing held under Step 4. Counsel shall have the right to cross-examine any witnesses who testify at a hearing held under Step 4 and the right to transcribe the proceedings at the hearing.

2. By joint written agreement of the parties any or all of the steps outlined in the procedures for filing grievances may be omitted.

3. A grievance shall be deemed waived unless it is submitted within 30 school days after an aggrieved party knew or should have known of the events or conditions on which it is based.

4. The Superintendent of Schools or the Board of Education shall present grievances to the President of the Association.

5. If the school year, as defined in the official school calendar, has ended, the term "school days" as used herein shall be construed as calendar days.

6. No grievances initiated by a teacher shall proceed beyond Step 2 without the written approval of the Association.

D. Procedures

Step 1 - A Grievance shall be submitted by the teacher or the Association to the appropriate building principal. Where a teacher is assigned to more than one school, the grievance shall be submitted to the appropriate supervisor. The parties shall attempt to resolve the grievance at this level.

Step 2 - If agreement is not reached at Step 1, the grievant shall reduce the grievance to writing and submit same within 10 school days to the party to whom the informal grievance was submitted in Step 1. The writing shall include the provision of this Agreement involved, the time when and the place where the alleged events or conditions constituting the grievance arose and the proposed remedy sought. The party to whom the written grievance is submitted shall respond in writing within five school days after receipt of the grievance.

Step 3 - If the grievant is not satisfied with the response received at Step 2 or if no response is received within five school days, the grievant may, within five school days thereafter, submit a copy of his/her written grievance, together with any response received at Step 2, to the Superintendent of Schools. The Superintendent of Schools, or his/her designee, shall make a determination with regard to the grievance and transmit his/her written decision to the grievant within 10 school days thereafter. In the course of deciding the grievance, the Superintendent of Schools, or his/her designee, may hold such meetings or conferences as he/she deems necessary.

Step 4 - If the grievant is not satisfied with the response received at Step 3, he/she may, within 30 days thereafter, submit the grievance to binding arbitration. The arbitrator shall be selected by the parties from the following indicated rotated panel:

1. Bonnie Weinstock
2. Rosemary Townley
3. Arthur Riegel
4. Martin Scheinman
5. Howard Edelman

An arbitrator(s) may be removed from the panel by a party upon written notice to the other to be received by that party by not later than February 1 each fiscal year. Should this occur, the parties will immediately meet to attempt to agree upon a replacement(s). Failure to agree upon a replacement(s) will not be subject to the grievance or arbitration procedure, PERB or court jurisdiction, or other third party review, except that, if the panel contains fewer than five names for one or more months, then a party will have the unilateral option, on written notice to the other, to replace the panel for grievances not then pending for arbitration through the American Arbitration Association.

Except as otherwise provided herein, the rules then obtained by the American Arbitration Association shall govern.

The award of the arbitrator shall set forth his/her findings of fact and conclusions, and shall be binding upon the parties. The arbitrator shall have no power to add to or detract from the language of this Agreement, nor require the commission of an act prohibited by law. The fees of the arbitrator shall be jointly shared by the parties.

HAUPPAUGE PUBLIC SCHOOLS

2017/18 SCHOOL CALENDAR

JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S
						1
3	⊗	(5)	△	7	8	9
10	11	12	13	14	15	16
17	18	19	20	⊗	⊗	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	⊗	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	(7)	8	9	⊗	11
12	13	14	15	16	17	18
19	20	21	22	⊗	⊗	25
26	27	28	29	30		

DECEMBER

S	M	T	W	T	F	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	⊗	⊗	⊗	⊗	⊗	30
31						

Sept. 4	Labor Day
Sept. 5	Conference Day
Sept. 6	School Opens
Sept. 21-22	Rosh Hashanah
Oct. 9	Columbus Day
Nov. 7	Conference Day
Nov. 10	Veterans Day
Nov. 23-24	Thanksgiving Recess
Dec. 25-29	Winter Recess
Jan. 1	New Year's Day
Jan. 15	Martin L. King, Jr. Day
Feb. 19-23	Mid-Winter Recess
Mar. 29	Conference Day
Mar. 30-Apr. 6	Spring Recess
May 25-28	Memorial Day
June 20	MS Graduation
June 22	Last Day of School
June 22	HS Commencement

*Conference Day – School closed
for students; staff reports*

Total Days of Instruction: 180
Teacher Conference Days 3
Total Days 183

⊗ Holiday/Recess - School is closed

() Conference Day

△ First Day of School

▽ Last Day of School

*If there are 4 emergency closings,
school will be open on May 25, 2018.

If there are 5 emergency closings,
school will be open on April 6, 2018.

JANUARY

S	M	T	W	T	F	S
	⊗	2	3	4	5	6
7	8	9	10	11	12	13
14	⊗	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	⊗	⊗	⊗	⊗	⊗	24
25	26	27	28			

MARCH

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	(29)	⊗	31

APRIL

S	M	T	W	T	F	S
1	⊗	⊗	⊗	⊗	⊗	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	⊗	26
27	⊗	29	30	31		

JUNE

S	M	T	W	T	F	S
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	⊗	23
24	25	26	27	28	29	30

APPENDIX D

A. PREP TIME -- Elementary Teachers of Special Subjects (Art, Music, Physical Education, Reading, Librarian)

1. Up to 20 minutes of the preparation time of a teacher of special subjects, on a given day or days, may be scheduled by the building principal to occur prior to the beginning of his/her instructional schedule.

2. Field Trip Preparation Periods

Teachers shall not be granted any preparation period during school field trips.

B. PARENT CONFERENCES - ELEMENTARY

Parent-Teacher Conferences will be scheduled during or after the student day, exclusive of instructional time, and may include evening conferences. Parents and teachers will determine a convenient time for all conferences. After school and evening conferences will be organized and coordinated by the building principal to the extent that appropriate security measures are provided.

Please see established guidelines governing conferencing procedures.

It is the joint objective of the District and the HTA to provide a flexible and responsive Parent-Teacher Conference program.

Two and one-half conference days for elementary teachers and special education teachers shall be scheduled in December in accordance with the District calendar. Teachers are required to fulfill regularly scheduled teaching duties for the remaining half of the day not allocated for teacher conferences.

C. TUTORING RESPONSIBILITY

1. Elementary - All elementary school teachers will be available for 10 hours of tutorial assistance to students during the school year. All teachers will submit a schedule of availability to their respective principals or their designees for approval. Availability will be announced to parents by building principals, and the schedule of availability will be announced to students by teachers.

2. Secondary - All secondary school teachers will be available for 20 hours of tutorial assistance to students during the school year. All teachers will submit a schedule of availability to their respective principal or his/her designee for approval. Availability will be announced to parents by building principals or their designee, and the schedule of availability will be announced to students by teachers.

D. PROFESSIONAL TIME (STAFF MEETINGS)

Teachers will be required to attend building meetings called by the principal of each school, department meetings, or special group meetings as authorized by the Superintendent of Schools. The number of meetings (beginning before the start of the normal workday or after the end of such normal workday) should not exceed five per month, except in emergency situations. Effective with the 2017-2018 school year, the five meetings will be scheduled on Mondays and, when necessary, Wednesdays. If a month does not contain five Mondays and Wednesdays that are also school days, the District, in consultation with the Association, will select another day of the week. All elementary and secondary teachers shall attend Superintendent's Conference Day(s).

APPENDIX E
COACHING POSITIONS AND SALARIES 2014-2027

LEVEL	POSITION	2014-2018	2018-2019 2019-2020	2020-2021 2021-2022	2022-2023 2023-2024	2024-2025 2025-2026 2026-2027
1	Varsity Football	8,579	8,665	8,752	8,840	8,928
1	Varsity Girls Basketball	8,579	8,665	8,752	8,840	8,928
1	Varsity Boys Basketball	8,579	8,665	8,752	8,840	8,928
1	Varsity Wrestling	8,579	8,665	8,752	8,840	8,928
2	Varsity Gymnastics	7,529	7,604	7,680	7,757	7,835
2	Varsity Girls Swim	7,529	7,604	7,680	7,757	7,835
2	Varsity Boys Swim	7,529	7,604	7,680	7,757	7,835
2	Varsity Girls Winter Track	7,529	7,604	7,680	7,757	7,835
2	Varsity Boys Winter Track	7,529	7,604	7,680	7,757	7,835
2	Varsity Baseball	7,529	7,604	7,680	7,757	7,835
2	Varsity Lacrosse	7,529	7,604	7,680	7,757	7,835
2	Varsity Softball	7,529	7,604	7,680	7,757	7,835
2	Varsity Boys Spring Track	7,529	7,604	7,680	7,757	7,835
2	Varsity Girls Spring Track	7,529	7,604	7,680	7,757	7,835
3	Varsity Boys Soccer	7,077	7,148	7,219	7,291	7,364
3	Varsity Girls Soccer	7,077	7,148	7,219	7,291	7,364
3	Varsity Boys Volleyball	7,077	7,148	7,219	7,291	7,364
3	Varsity Boys Tennis	7,077	7,148	7,219	7,291	7,364
3	Varsity Girls Tennis	7,077	7,148	7,219	7,291	7,364
3	Varsity Girls Volleyball	7,077	7,148	7,219	7,291	7,364
3	Varsity Boys Golf	7,077	7,148	7,219	7,291	7,364
3	Varsity Girls Golf	7,077	7,148	7,219	7,291	7,364
4	Varsity Football-Asst.	6,792	6,860	6,929	6,998	7,068
4	Varsity Football-Asst.	6,792	6,860	6,929	6,998	7,068
4	JV Girls Basketball	6,792	6,860	6,929	6,998	7,068
4	JV Boys Basketball	6,792	6,860	6,929	6,998	7,068
4	Varsity Football-Asst.	6,792	6,860	6,929	6,998	7,068
5	Varsity Cross Country Boys	6,387	6,451	6,516	6,581	6,647
5	Varsity Cross Country Girls	6,387	6,451	6,516	6,581	6,647
5	Varsity Cheerleading (F) & (W)	6,387	6,451	6,516	6,581	6,647
5	JV Football	6,387	6,451	6,516	6,581	6,647
5	Varsity Lacrosse – Asst.	6,387	6,451	6,516	6,581	6,647

6	JV Football – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Girls Swim – Asst.	6,153	6,215	6,277	6,340	6,403
6	JV Boys Volleyball	6,153	6,215	6,277	6,340	6,403
6	Varsity Boys Swim – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Girls Winter Track – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Boys Winter Track – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Bowling	6,153	6,215	6,277	6,340	6,403
6	JV Baseball	6,153	6,215	6,277	6,340	6,403
6	JV Lacrosse Head	6,153	6,215	6,277	6,340	6,403
6	JV Girls Lacrosse	6,153	6,215	6,277	6,340	6,403
6	JV Softball	6,153	6,215	6,277	6,340	6,403
6	Varsity Boys Spring Track – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Girls Spring Track – Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Wrestling Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Boys Soccer Asst.	6,153	6,215	6,277	6,340	6,403
6	Varsity Girls Soccer Asst.	6,153	6,215	6,277	6,340	6,403
6	JV Girls Volleyball	6,153	6,215	6,277	6,340	6,403
7	JV Basketball	5,768	5,826	5,884	5,943	6,002
7	JV Cheerleading (F) & (W)	5,768	5,826	5,884	5,943	6,002
7	Varsity Cross Country Track – Asst.	5,768	5,826	5,884	5,943	6,002
7	JV Boys Soccer	5,768	5,826	5,884	5,943	6,002
7	JV Girls Soccer	5,768	5,826	5,884	5,943	6,002
7	JV Girls Tennis	5,768	5,826	5,884	5,943	6,002
7	JV Boys Golf	5,768	5,826	5,884	5,943	6,002
7	JV Boys Lacrosse – Asst.	5,768	5,826	5,884	5,943	6,002
7	JV Girls Lacrosse – Asst.	5,768	5,826	5,884	5,943	6,002
7	JV Boys Tennis	5,768	5,826	5,884	5,943	6,002
9	7&8 Grade Cross Country Coed	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Football	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Football – Asst.	4,735	4,782	4,830	4,878	4,927
9	7&8 Boys Tennis	4,735	4,782	4,830	4,878	4,927
9	7&8 Girls Tennis	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Boys Soccer	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Girls Soccer	4,735	4,782	4,830	4,878	4,927

9	7&8 Grade Basketball Boys	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Basketball Girls	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Girls Volleyball	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Wrestling	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Wrestling – Asst.	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Boys Volleyball	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Baseball	4,735	4,782	4,830	4,878	4,927
9	7&8 Cheerleading	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Gymnastics	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Lacrosse - Boys	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Lacrosse – Asst. Boys	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Softball	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Coed Swim	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Coed Swim – Asst.	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Coed Spring Track	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Lacrosse – Girls	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Lacrosse – Asst. – Girls	4,735	4,782	4,830	4,878	4,927
9	7&8 Grade Cross Country Coed	4,735	4,782	4,830	4,878	4,927

APPENDIX F

The current past practice with respect to the schedule of minutes of the teacher workday will continue for the 2002/03 school year as provided below:

ELEMENTARY TEACHERS DAY AND HOURS

<u>Elementary Staff</u>	<u>Teacher Day</u>	<u>Supervision or Duty</u>	<u>Lunch Period</u>	<u>Prep Period</u>	<u>Classroom Instr. Day</u>
Kindergarten	390	20	40	40	270*
1-6, Art, Music, Phys. Ed., Library Med., Reading, Nurse, Learning Center	390	20	40	40	290

*Kindergarten shall have an additional 20 minutes for enrichment or remediation of his/her students, as determined by the teacher and/or the administrator. In the event this time is not needed for remediation or enrichment, the teacher may use it for preparation time.

Elementary Teaching Hours. **Effective 7/1/03**, the length of the elementary teacher workday shall be increased by 20 minutes as provided below:

<u>Elementary Staff</u>	<u>Teacher Day</u>	<u>Supervision or Duty</u>	<u>Lunch Period</u>	<u>Prep Period</u>	<u>Classroom Instr. Day</u>
K-5, Art, Music, Phys. Ed., Library Med., Reading, Nurse, Learning Center	410	40	40	40	290

The foregoing time will be used for Supervision or Duty in the following manner:

- traditional duties (including bus, hallway)
- staff development, planning, workshops and grade or subject area coordination
- conferencing with parents
- planning of special school-wide events.

SECONDARY TEACHER DAY AND HOURS

<u>Grade</u>	<u>Teacher Day</u>	<u>Pre-Post Supv.</u>	<u>Homeroom Duty Per.</u>	<u>Lunch Period</u>	<u>Prep. Period</u>	<u>Passing Time</u>	<u>Classroom Instr.</u>
7-8**	398	11	1 Period	1 Period	2 Periods	27	200
9-12**	410	10	1 Period	1 Period	2 Periods	40	200

**The Eighth Grade teacher day shall be the same as the teacher day in the building in which that grade is housed.

***Bus duty before and after the teacher day shall be assigned to volunteers. If there are no volunteers, the District may use non-unit personnel. Said bus duty shall be in lieu of the duty period during that day.

Effective 7/1/03, the middle school teacher workday shall be increased 20 minutes. The foregoing time will be used for "pre-post supervision time" as set forth in this Agreement.

<u>Grade</u>	<u>Teacher Day</u>	<u>Pre-Post Supv.</u>	<u>Homeroom Duty Per.</u>	<u>Lunch Period</u>	<u>Prep. Period</u>	<u>Passing Time</u>	<u>Classroom Instr.</u>
6-8**	418	31	1 Period	1 Period	2 Periods	27	200

**The Eighth Grade teacher day shall be the same as the teacher day in the building in which that grade is housed.

***Bus duty before and after the teacher day shall be assigned to volunteers. If there are no volunteers, the District may use non-unit personnel. Bus duty shall be in lieu of the duty period during that day.

At the Middle School, the use of pre-post supervision time for student advisory activities will be referred to a Study Committee, three members of which will be selected by the Association President and three by the Superintendent. A report will be issued for the Superintendent's review prior to implementation of the Advisory on or before May 1, 2003. Implementation of the advisory shall be mutually agreeable and effective as of July 1, 2003.

Middle School duty period activities will be expanded to include the following activities under the direction of the administration:

- traditional duties (including bus, hallway, outside duty.) The current practice of rotating duties shall continue;
- department academic resource centers, academic intervention services, enrichment, or tutorial services with the teacher's assigned students only;
- staff development, planning, workshops and grade or subject area coordination;
- conferencing with parents;
- planning of special school-wide events;

- Cafeteria/Recess Duty (two teachers per period during student lunch periods).

Grade 6 will follow the secondary teacher day and hours so long as the grades 6-8 organizational pattern for the Middle School is in effect.

Effective 7/1/03, the high school teacher workday shall be increased by 10 minutes. The foregoing time will be used for "pre-post supervision time" as set forth in this Agreement.

<u>Grade</u>	<u>Teacher Day</u>	<u>Pre-Post Supv.</u>	<u>Homeroom Duty Per.</u>	<u>Lunch Period</u>	<u>Prep. Period</u>	<u>Passing Time</u>	<u>Classroom Instr.</u>
9-12**	420	20	1 Period	1 Period	2 Periods	40	200

High School duty period activities will be expanded to include the following activities under the direction of the administration:

- traditional duties (including bus, hallway, commons duty.) The current practice of rotating duties shall continue;
- department academic resource centers, academic intervention services, enrichment, or tutorial services shall be provided by teachers no more than 20 weeks per year;
- staff development, planning, workshops and grade or subject area coordination;
- conferencing with parents;
- planning of special school-wide events.

**The Eighth Grade teacher day shall be the same as the teacher day in the building in which that grade is housed.

***Bus duty before and after the teacher day shall be assigned to volunteers. If there are no volunteers, the District may use non-unit personnel. Bus duty shall be in lieu of the duty period during that day.

APPENDIX G
ORDERLY TRANSITION OF STAFF UPON REORGANIZATION

July 1, 1995 - June 30, 1998

Teachers affected by reorganization will be given an opportunity to select the grade level and/or school (6th grade by subject as might be applicable) that they would prefer to teach when reorganization occurs. Each teacher will make a first and second choice.

All first choices will be honored. If there are more applicants than positions available, the reorganization committee, composed of two representatives selected by the Superintendent of Schools and two representatives from the Hauppauge Teachers Association, will meet and follow criteria to grant teachers their choice.

The criteria for granting the first choice will be based on experience in grade level, District need and seniority.

If both choices of an individual are not granted, the above procedure will be repeated.

The criteria the committee will follow for granting the first choice will be based on experience in grade level, District need and seniority. If both choices of an individual are not granted, the above procedure will be repeated.