

THE IRVINGTON UNION FREE SCHOOL DISTRICT

AND

THE IRVINGTON FACULTY ASSOCIATION

COLLECTIVELY NEGOTIATED AGREEMENT

JULY 1, 2016 – JUNE 30, 2022

TABLE OF CONTENTS

ARTICLE I	RECOGNITION.....	1
ARTICLE II	NEGOTIATION PROCEDURES.....	1
ARTICLE III	ASSOCIATION'S RIGHTS.....	1
ARTICLE IV	SALARY	
	A. Basic Automatic Salary Schedule.....	2
	B. Paycheck Package.....	4
	C. Annual Increments.....	5
	D. Professional Improvement.....	5
	E. Career Increment (Longevity).....	8
	F. Doctoral Degree.....	9
	G. Special Assignments.....	9
	H. Compensation for Sixth Period.....	10
	I. Adjustments to Salary Schedules.....	10
ARTICLE V	OTHER AREAS OF PROFESSIONAL COMPENSATION	
	A. Health Insurance.....	10
	B. Life Insurance and Long Term Disability Insurance.....	13
	C. Teacher Benefit Fund.....	13
	D. Flex Benefit Fund.....	13
	E. School Improvement Plan.....	13
	F. Payment for Accumulated Sick Leave.....	14
ARTICLE VI	EXTRA DUTIES	
	A. Coaches and Advisors, Selection Procedure.....	14
	B. Extra Duties, excluding Athletics.....	15
	C. Athletics.....	15
	D. Guidance Department.....	15
ARTICLE VII	LEAVES	
	A. Committee for Leaves.....	16
	B. Professional Leaves (meetings, conferences and Workshops).....	17
	C. Leaves of Absence.....	17
	D. Parental Leave.....	17
	E. Jury Duty.....	18
	F. Personal Business Leave.....	18
	G. Leave for Family Illness and Death in the Family.....	18
	H. Sick Leave.....	19
ARTICLE VIII	WORKSHOPS.....	19

TABLE OF CONTENTS (continued)

ARTICLE IX	ADMINISTRATIVE – TEACHER LIAISON COMMITTEE	
	A. Membership.....	20
	B. Functions.....	20
ARTICLE X	FACULTY COUNCILS.....	20
ARTICLE XI	GRIEVANCE	
	A. Declaration of Policy.....	21
	B. Definitions.....	21
	C. Basic Principles.....	21
	D. Procedures.....	22
ARTICLE XII	NEW TEACHER ORIENTATION.....	24
ARTICLE XIII	TENURE AND TEACHER EVALUATION	
	A. Non-Tenured Teachers – Evaluation and Tenure.....	24
	B. Tenured Teachers – Evaluation.....	25
ARTICLE XIV	PERSONNEL FILES.....	29
ARTICLE XV	NON-TEACHING DUTIES.....	29
ARTICLE XVI	SCHOOL DAY.....	29
ARTICLE XVII	CLASS SIZE.....	29
ARTICLE XVIII	JOB SECURITY.....	30
ARTICLE XIX	TEACHING LOAD.....	30
ARTICLE XX	ADMINISTRATIVE POSITIONS.....	31
ARTICLE XXI	SCHOOL CALENDAR.....	31
ARTICLE XXII	PHYSICAL EXAMINATIONS.....	31
ARTICLE XXIII	PROFESSIONAL ETHICS COMMITTEE.....	32
ARTICLE XXIV	ACADEMIC FREEDOM.....	32
ARTICLE XXV	TEACHER’S RIGHTS.....	32
ARTICLE XXVI	PREVIOUS PRACTICE CLAUSE.....	33

TABLE OF CONTENTS (continued)

ARTICLE XXVII	TAX SHELTERED ANNUITIES.....	33
ARTICLE XXVIII	U.S. SAVINGS BOND AND CREDIT UNION.....	33
ARTICLE XXIX	DUES DEDUCTION.....	33
ARTICLE XXX	AGENCY FEE.....	34
ARTICLE XXXI	PARENT-TEACHER CONFERENCES.....	34
ARTICLE XXXII	STATUTORY PROVISION.....	34
ARTICLE XXXIII	DISTRIBUTION OF CONTRACT.....	34
ARTICLE XXXIV	STAFF DEVELOPMENT COMMITTEE.....	34
ARTICLE XXXV	SCHOOL NURSES.....	34
ARTICLE XXXVI	TEACHING ASSISTANTS, OCCUPATIONAL THERAPISTS, AND OCCUPATIONAL THERAPIST ASSISTANTS.....	35
ARTICLE XXXVII	DURATION OF CONTRACT.....	36

ARTICLE I – RECOGNITION

The Board of Education of the Irvington Union Free School District, Town of Greenburgh, Irvington, New York (hereinafter referred to as the “Board” or “BOE”), hereby recognizes the Irvington Faculty Association (hereinafter referred to as the “Association” or “IFA”) as the exclusive representative of professional employees of the Board including all teachers, program chairpersons, guidance counselors, school psychologists, school nurses, librarians, teaching assistants, speech language therapists, social workers, occupational therapists, and occupational therapist assistants, but excluding teachers employed by B.O.C.E.S. and personnel having supervisory duty, that is the Superintendent of Schools, Assistant Superintendents, Principals, Assistant Principals, Business Administrator and Directors, for the purpose of negotiating collectively in the determination of the terms and conditions of employment as defined in the public Employees Fair Employment Act and in the settlement of grievances arising under the aforementioned terms and conditions of employment. Unless otherwise indicated, the term “teacher” when used in this Agreement shall refer to a member or members of the Association defined herein. The contract applies to those professional employees who work full-time or “part-time”, part-time being defined as those who have worked continuously on at least a half-time basis for at least one year.

ARTICLE II – NEGOTIATION PROCEDURES

- A. The negotiation procedures to be utilized by the Board and the Association shall follow those stated in the Taylor Law.
- B. All negotiation sessions will be private but either the Board or Association may utilize consultants.
- C. Negotiations are to begin by no later than the 15th of January of the year in which the then existing contract expires.
- D. The Association shall have reasonable access to budget and statistical information prior to the start of negotiations.
- E. The Association may, during the duration of this Agreement, submit to the Board in writing, proposals relating to matters of professional interest to teachers.

Upon receipt of the proposals the Board will request the Superintendent of Schools with whatever staff he/she may deem necessary) to review said proposals and advise the Association and the Board of his/her conclusions and positions on said proposals.

In the event that the position of the Superintendent of Schools does not support any such Association proposal(s) or part thereof, the representatives of the Association may, as their request, meet with the Board, in the presence of the Superintendent of Schools for the purpose of discussing any such proposal(s) or part thereof. This same procedure shall be followed in the case of an Association proposal, which has been supported by the Superintendent of Schools but thereafter not adopted by the Board

ARTICLE III – ASSOCIATION’S RIGHTS

The Board and the Association agree to the following rights and privileges of the Association.

- A. The Board of Education will not discriminate against teachers with respect to hours, wages, terms or any conditions of employment by reason of membership in the

- Association, or because of participation in any of the activities of the Association, or because of participation in collective professional negotiations with the Board of Education.
- B. The Association shall have the right to use school buildings for Association meetings after school hours, (the cafeteria for serving refreshments). Reimbursements shall be made by the Association for school supplies used.
 - C. The Association shall be entitled to one meeting per month after the conclusion of formal classes.
 - D. Time for additional after school meetings will be available to the Association if arranged in advance and approved by the Superintendent of Schools.
 - E. Copies of the minutes of all Board of Education meetings will be sent to the President of the Association.
 - F. During the last year of this contract the negotiation team (three [3] members) of the Association will be released from all duties for two (2) school days. The Association will give reasonable notice to the building principals as to the days desired.
 - G. The President of the Association shall be exempt from the following extra duties: lunch, study hall, detention, bus, playground duty, and gym duty.
 - H. The President of the Association shall be granted release time of one non-teaching period per week to administer the contract with a telephone available. Such time shall be agreeable to both the building Principal and President of the IFA.
 - I. Professional room(s) shall be provided in each building for the exclusive use of the professional staff except in extenuating circumstances affecting the educational program.
 - J. Student teachers, paraprofessionals and volunteers shall not be assigned regular teaching duties in lieu of hiring a teacher.
 - K. The professional staff will be involved in budget preparation with the Building Principal and/or Program Chairperson.

ARTICLE IV – SALARY

A. Basic Automatic Salary Schedules

1. A series of Basic Automatic Salary Schedules is hereby adopted which consists of columns, each containing steps. Each column is designed to give recognition to academic achievement, hours of approved credit and certain outside-related experience. The steps in each column are designed to reflect years of teaching experience. All unit members are assured of payment in accordance with these schedules, which are included in the appendices of this document, as identified below.
 - a. Schedule “A” will be in effect from July 1, 2016 until June 30, 2017, increase of 0.0%.
 - b. Schedule “B” will be in effect from July 1, 2017 until June 30, 2018, increase of 0.0%. A \$500 one-time payment shall be granted for those on the top step for the 2017-2018 school year. The \$500 one-time payment for those on top step for the 2017-18 school year shall be paid to unit members actively employed by the District as of May 4, 2018. Said payment shall not be added to base wages and shall be prorated for those working part-time and/or less than a full school year. Said monies shall be paid by separate check on or before June 30, 2018.

- c. Schedule "C" will be in effect from July 1, 2018 until June 30, 2019, increase of 0.0%.

Effective July 1, 2018 a new 27 step salary schedule, as set forth in Schedule C shall be created for all unit members with the exception of Occupational Therapists, Occupational Therapist Assistants, Teaching Assistants and Nurses.

Salary Schedule Placement for the 2018-19 school year

Unit members shall be placed at a step on the new salary schedule that results in an increase in wages over and above what the individual would have received as increment solely for the 18/19 school year had the existing salary schedule still been applicable. Movement shall be in accordance with the Conversion Chart which is annexed to Schedule G.

Example: Unit member is on MA+60, Step 16 for the 2017/18 (\$121,789 school year). Said unit member would have moved to MA+60, Step 17 for the 2018/19 (\$124,836) school year under the existing salary schedule. Said unit member shall be placed at MA+60, Step 26 on the new proposed schedule (\$125,780) for 2018/19.

- d. Schedule "D" will be in effect from July 1, 2019 until June 30, 2020, increase of 1.00% (plus increment effective 7/1/2019).
- e. Schedule "E" will be in effect from July 1, 2020 until June 30, 2021, increase of 0.75% (plus increment effective 7/1/2020).
- f. Schedule "F" will be in effect from July 1, 2021 until June 30, 2022, increase of 0.75% (plus increment effective 7/1/2021).

2. The salary schedules for School Nurses shall be appended to this Agreement as follows:

- a. Schedule "A" will be in effect from July 1, 2016 until June 30, 2017, increase of 0.0%.
- b. Schedule "B" will be in effect from July 1, 2017 until June 30, 2018, increase of 0.0%.
- c. Schedule "C" will be in effect from July 1, 2018 until June 30, 2019, increase of 0.0%.
- d. Schedule "D" will be in effect from July 1, 2019 until June 30, 2020, increase of 1.00%.
- e. Schedule "E" will be in effect from July 1, 2020 until June 30, 2021, increase of 0.75%.
- f. Schedule "F" will be in effect from July 1, 2021 until June 30, 2022, increase of 0.75%.

3. Occupational Therapists

- a. For the 2016-17 and 2017-18 school years, Occupational Therapists shall receive no base wage increase, and will continue to follow the Occupational Therapist Salary Schedules attached as Schedules A & B (respectively)
- b. For the 2018-19 school year, Occupational Therapists will be eligible for a 0.00% base wage increase, effective 7/1/2018. (Schedule C)
- c. For the 2019-20 school year, Occupational Therapists will be eligible for a 1.00% base wage increase, effective 7/1/2019. (Schedule D)
- d. For the 2020-21 school year, Occupational Therapists will be eligible for a 0.75% base wage increase, effective 7/1/2020. (Schedule E)
- e. For the 2021-22 school year, Occupational Therapists will be eligible for a 0.75% base wage increase, effective 7/1/2021. (Schedule F)

4. Occupational Therapy Assistants

- a. For the 2016-17 and 2017-18 school years, Occupational Therapist Assistants shall receive no base wage increase, and will continue to follow the Occupational Therapist Assistant Salary Schedule attached as Schedules A & B. (respectively)
- b. For the 2018-19 school year, Occupational Therapist Assistants will be eligible for a 0.00% base wage increase, effective 7/1/2018. (Schedule C)
- c. For the 2019-20 school year, Occupational Therapist Assistants will be eligible for a 1.00% base wage increase, effective 7/1/2019. (Schedule D)
- d. For the 2020-21 school year, Occupational Therapist Assistants will be eligible for a 0.75% base wage increase, effective 7/1/2020. (Schedule E)
- e. For the 2021-22 school year, Occupational Therapist Assistants will be eligible for a 0.75% base wage increase, effective 7/1/2021. (Schedule F)

5. Teacher Assistants

- a. For the 2016-17 and 2017-18 school years, Teaching Assistants shall receive no base wage increase, and will continue to follow the Occupational Therapist Assistant Salary Schedule attached as Schedules A & B (respectively)
- b. For the 2018-19 school year, Teaching Assistants will be eligible for a 0.00% base wage increase, effective 7/1/2018. (Schedule C)
- c. For the 2019-20 school year, Teaching Assistants will be eligible for a 1.00% base wage increase, effective 7/1/2019. (Schedule D)
- d. For the 2020-21 school year, Teaching Assistants will be eligible for a 0.75% base wage increase, effective 7/1/2020. (Schedule E)
- e. For the 2021-22 school year, Teaching Assistants will be eligible for a 0.75% base wage increase, effective 7/1/2021. (Schedule F)

B. Paycheck Package

Each staff member will choose either a twenty-one (21) or twenty-five (25) paycheck package by the end of the previous year.

C. Annual Increments

1. Increments, which advance a teacher to steps 6, 9, 12, 15 and 17 on the salary schedule, shall be granted only with recommendation by the Building Principal and the prior approval of the Board of Education. If the Board does not grant such approval to a teacher in any year, said teacher shall be eligible for Board approval to advance to that step in the next year. Advancements to other steps will be automatic. Failure of the Superintendent of Schools to make any recommendations shall be considered a recommendation for approval.
2. The failure or refusal of the Board to approve advancement of any teacher to step 6, 9, 12, 15 or 17 shall be based solely on factors relating to the teacher's performance of professional duties and responsibilities.
3. If the Superintendent of Schools intends to recommend that advancement of a teacher to step 6, 9, 12, 15 or 17 not to be granted for the next school year, he/she shall give the teacher written notice by February 1, stating his/her reasons, and making recommendations to the teacher. He/she shall make at least one (1) further observation of the teacher prior to May 1, and on or before said date will make his/her recommendation to the Board with respect to granting or not granting the step advancement, and advise the teacher, stating reasons. His/her recommendation and the Board's decision shall be based upon the teacher's entire record for the previous three years.
4. If the Board fails to approve a teacher's step advancement by June 15, or if the teacher is dissatisfied with the Superintendent of School's recommendations of the Board's decision, Article XI hereof shall not apply
 - (i) The teacher may by July 15 of that year submit to the Board a written request for a review of such recommendation or decision by an arbitration panel composed of one (1) representative of the IFA, one (1) representative of the Board and a Chairperson appointed by the American Arbitration Association. Panel members shall be designated within fifteen (15) days of such request.
 - (ii) Such panel shall conduct a hearing and report to the Board and the teacher in writing as to whether it believes there was just cause for the recommendation or decision in question, but such report will be advisory only. The Board shall give due consideration to such report, but shall not be bound by it.
5. All teachers must be in column 3 by step 12. This does not affect certification regulations which may require teachers to be in column 3 prior to step 12.
6. For all teachers the hour requirements of the masters degree will be determined by the university awarding the degree.

D. Professional Improvement

Effective January 23, 2012, teachers shall receive salary credit for completed graduate and in-service study, provided such study has the prior approval of the Administration, subject to the below.

1. Graduate courses in a teacher's subject area No approval is needed for any

graduate course in the teacher's subject area. Notwithstanding the foregoing, all courses, other than courses which are taken as part of an approved degree program as outlined in sub-section (d)(ii) below, must be submitted for review by the administration, in accordance with sub-section (d)(iii) below

- a. For teachers who are tenured in a content area, subject area is defined as all applicable tenure areas and/or current assignments.
- b. For teachers who are tenured in special education, subject area is defined as special education, areas of co-teaching assignments within the three (3) years prior to the school year of application, and/or current assignments.
- c. For teachers who are tenured in elementary education, subject area is defined as the content areas associated with elementary education that include, but are not limited to, elementary-level math, elementary-level science, elementary-level reading, elementary-level writing, and elementary-level social studies, and/or current assignments.
- d. Notification
 - i. Notification of commencement of a degree granting course of study in a teacher's subject area shall serve as notification for all courses in that program. All other courses must be submitted for review by the administration, in accordance with sub-paragraph (iii) below.
 - ii. Graduate courses in a teacher's subject area that are not taken as part of a degree granting program previously submitted for review to the Superintendent in accordance with sub-paragraph (i) above, require Course Notification Forms with attached course descriptions as set forth in sub-paragraph (iii) below.
 - iii. Course Notification Forms must be submitted no fewer than ten (10) working days in advance of course commencement, as follows:
 1. Course Notification Forms shall be completed electronically. The catalog course description must be attached to the Form at the time of submission, or as soon thereafter as practicable but prior to the start of the principal's time [see sub-paragraph (3) below] to review/sign the Form.
 2. If the procedures set forth in sub-paragraph (1) above are not complied with, the application shall be deemed denied and the staff member shall be deemed to have waived any right to receive salary credit for courses contained in said application at any time in the future.
 3. Course Notification Forms must be submitted to the staff member's principal or immediate supervisor for his/her signature. The principal shall have three (3)

working days to sign the Form, otherwise the application will be deemed approved by the principal.

4. The teacher shall then submit the Form to the Personnel Office. The secretary, or other employee, of the Personnel Office shall date/time stamp the Form and give a photocopy to the staff member. The Personnel Office shall immediately deliver an original copy to the Superintendent of Schools.
5. The Superintendent of Schools must inform a teacher in seven (7) working days if he/she asserts that the coursework is not in the teacher's subject area, otherwise the application will be deemed approved.

2. All other graduate courses and in-service courses

- a. Graduate courses outside of a teacher's subject area and all in-service courses require prior approval by the Superintendent of Schools. No more than six (6) in-service credits may be applied to any fifteen (15) point salary differential. No more than twelve (12) in-service credits may be applied to the thirty (30) point salary differential between MA30 and MA60. In-service credit shall be granted at the rate of one (1) credit per fifteen (15) hours of classroom instruction.
- b. Course Notification Forms must be submitted no fewer than ten (10) working days in advance of course commencement, as follows:
 - i. Course Notification Forms must be signed by the staff member applying for the course. The catalog course description must be attached to the Form at the time of submission, or as soon thereafter as practicable but prior to the start of the principal's time [see sub-paragraph (iii) below] to review/sign the Form.
 - ii. If the procedures set forth in sub-paragraph (i) above are not complied with, the application shall be deemed denied and the staff member shall be deemed to have waived any right to receive salary credit for courses contained in said application at any time in the future.
 - iii. Course Notification Forms must be submitted to the staff member's principal or immediate supervisor for his/her signature. The principal shall have three (3) working days to sign the Form, otherwise the application will be deemed approved by the principal.
 - iv. The teacher shall then submit the Form to the Personnel Office. The secretary, or other employee, of the Personnel Office shall date/time stamp the Form and give a photocopy

to the staff member. The Personnel Office shall immediately deliver an original copy to the Superintendent of Schools.

- v. The Superintendent of Schools must inform a teacher of his/her determination within seven (7) working days of the date of submission to the Personnel Office, otherwise the application will be deemed approved.
- c. The Superintendent shall utilize the following criteria in determining whether to approve graduate (including on-line courses) and/or in-service courses for salary credit:
 - i. The session and/or course must be sponsored by a recognized educational institution.
 - ii. Attendance at the session and/or course is deemed to be of value to the improvement of education within the District as determined by the Superintendent in his/her sole discretion. Said determination shall not be arbitrary and capricious.
 - iii. No credit will be granted for a graduate or in-service course which is a duplicate of a previously completed course.
 - iv. Prior Superintendent approval or rejection of submitted courses shall not be a determinant in the subsequent approval or rejection of courses. Each course shall be evaluated individually.

3. Online Courses

Online courses which the sponsoring institution does not accept toward its own graduate degree programs shall be credited for the purposes of this article on a one (1) credit granted for every three (3) such credits earned. The staff member applying for course credit shall be required to demonstrate to the Superintendent of Schools, with written evidence, that the course is otherwise accepted by the sponsoring institution in the manner set forth above. In the event the staff member refuses and/or fails to provide such written evidence credit for said course shall be granted in the manner set forth above (ratio of 1:3)

4. Salary Adjustment

Teachers may apply for changes to their salary column only once per school year, either in the fall semester or in the spring semester. All transcripts for fall semester changes must be received by November 1st in order to be eligible for lane movement retroactive to September 1st in accordance with past practice and all transcripts for the spring semester must be received by April 1st in order to be eligible for lane movement retroactive to February 1st in accordance with past practice.

E. Career Increment (Longevity)

Commencing in the beginning of the following years of credited service teachers will receive the following additional salary per year:

Years of Service

20	\$1,600.00
25	\$1,600.00
30	\$1,600.00

Effective July 1, 2018, longevity amounts shall be as follows:

Years of Service

15-19	\$500.00
20-24	\$1,700.00 (total)
25-29	\$3,300.00 (total)
30+	\$4,900.00 (total)

The above payment(s) shall not be applicable to school nurses. Commencing in the beginning of the following years of credited service school nurses will receive the following additional salary per year:

Years of Service

15	\$1,500.00
20	\$2,000.00

The above payment(s) shall not be applicable to teaching assistants, occupational therapists, and occupational therapist assistants. Commencing in the beginning of the following years of credited service, teaching assistants, occupational therapists, and occupational therapist assistants will receive the following additional salary per year:

Years of Service

25	\$1,600.00
30	\$3,200.00 (total)

F. Doctoral Degree

A teacher with an earned doctoral degree will be placed on Column 9 (PHD/EDD) of the annexed salary schedules, so long as the earned doctorate was received from a school of education or a doctorate in the teacher's subject area.

G. Special Assignments

1. The following special assignments are annual appointments made by the Board of Education and the Superintendent of Schools.
2. Teachers will be notified of vacancies as they occur by posting in each building so that they may apply for the positions or express their views.

a. Program Chairperson

1. The teaching load will be one (1) period per day less than other teachers in that department.
2. Program Chairpersons will work the school calendar plus two (2) weeks to be determined jointly by the Building Principal and Program Chairperson.
3. Compensation is that of the classroom teacher, plus 5% for the additional two (2) weeks. The annual stipend for teachers appointed as Program Chair shall be 8% of BA Step 1.
4. Program Chairpersons shall work two (2) additional days to be determined jointly by the Building Principal and the Program Chairperson.
5. Effective July 1, 2018, the annual stipend for a psychologist appointed as CSE Chairperson shall be 10% of BA Step 1.

b. Director of Physical Education and Health

1. A teacher who is appointed as the Director of Physical Education and Health will work the school calendar plus two (2) weeks to be determined jointly by the Superintendent of Schools and the Director.
2. Compensation is that of the classroom teacher, plus 5% for the additional two (2) weeks plus 6% of BA Step 1 for the added responsibility.

c. Team Leader

The annual stipend for teachers appointed as Team Leader shall be 10% of BA Step 1.

d. Elementary Grade Level Coordinators

The annual stipend for teachers appointed as Elementary Grade Level Coordinators shall be 10% of BA Step 1.

Teachers will be notified by a posting of any professional openings in each building.

H. Compensation for Sixth Period

Effective July 1, 1999 all members of the bargaining unit who teach a sixth period will do so voluntarily and will be paid a \$7,000.00 annual stipend and shall not be assigned non-instructional duties while assuming the responsibilities of such a sixth period course.

I. Adjustments to Salary Schedules

For all teachers appointed beginning the 1999-2000 school year, the MA +45/BA +90 salary lane is eliminated for salary placement purposes.

ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION

A. Health Insurance

1. The Board shall continue to participate in the Southern Westchester Schools Cooperative Health Plan. Benefits shall be subject to the terms of the insurance plan

in effect. In order to be covered, teachers must apply to the office of the District Clerk.

2. Effective July 1, 2016, active teachers with individual and family coverage shall contribute 15% of the cost of annual health insurance premiums.
3. Effective July 1, 2017, active teachers with individual and family coverage shall contribute 15% of the annual health insurance premiums.
4. Effective July 1, 2018, active teachers with individual and family coverage shall contribute 15.5% of the cost of annual health insurance premiums.
5. Effective July 1, 2019, active teachers with individual and family coverage shall contribute 15.5% of the cost of annual health insurance premiums.
6. Effective July 1, 2020, active teachers with individual and family coverage shall contribute 16% of the cost of annual health insurance premiums.
7. Effective July 1, 2021, active teachers with individual and family coverage shall contribute 16% of the cost of annual health insurance premiums.
8. For the life of this contract, School Nurses with individual and family coverage shall contribute 15% of the cost of the annual health insurance premiums.
9. Effective July 1, 2018, Teaching Assistants with individual and family coverage shall contribute 7.5% of the cost of the annual health insurance premiums.
10. For the life of this contract, Occupational Therapists with individual and family coverage shall contribute 15% of the cost of the annual health insurance premiums.
11. Effective July 1, 2018, Occupational Therapist Assistants with individual and family coverage shall contribute 7.5% of the cost of the annual health insurance premiums.
12. Retiree Health Insurance Coverage: The District shall continue to offer health insurance for teachers (and spouses and domestic partners) during retirement so long as the teacher or teachers qualifying for health insurance have worked for the School District for a minimum of ten (10) years at the time they retire into the Retirement System. If the teacher or teachers have less than fifteen (15) years employment at the time they retire into the Retirement System, they shall contribute to the cost of the annual health insurance premiums at the rate in effect at the time of their retirement. For teachers with fifteen (15) or more years of employment, the District shall provide such insurance without cost.
 - a. All full-time unit members hired after May 4, 2018, must be employed for at least ten (10) years in order to be eligible for health insurance into retirement. The contribution rate for said unit members shall be the same contribution rate in effect at the time of retirement.
 - b. Any unit member who accesses Medicare after May 4, 2018, the District shall only reimburse at the Basic Medicare Part B reimbursement rate.
 - c. The District will continue health insurance in retirement for a surviving spouse or domestic partner in those instances where the predeceased retiree qualified at the time of retirement for health insurance in retirement. The District's obligation shall be

to pay the same percentage of the applicable premium for the surviving spouse as it would be obligated to pay for retirees.

13. For part-time employees who elect to participate, the BOE will pay a prorated portion of the premium paid by the Board, prorated according to their part-time employment, and the employee must pay the remaining amount.
14. The Board and the IFA recognize the problem of funding health insurance caused by escalating premium costs and agree to work cooperatively in considering changes of insurers where comparable benefits may be obtained. In this regard, it is understood that the Board has the right to change carriers so long as there is no change in the overall benefit structure of the Plan. However, the Board may change co-pays and deductibles moderately for cost savings. The Board shall provide four (4) months notice of any change to provide an opportunity for discussion. If the IFA feels the changes are other than moderate in nature it may submit the matter to expedited arbitration pursuant to Article XI.
15. Teachers who have health insurance coverage through another source may opt to waive coverage under the District's insurance policy for a full year by completing the appropriate form furnished by the District. Effective July 1, 2016, the Board will pay these teachers an amount equal to forty (40%) percent of the premiums that would have been expended on their behalf. Effective July 1, 2017, the Board will pay these teachers an amount equal to forty (40%) percent of the premiums that would have been expended on their behalf. Effective July 1, 2018, this amount shall be reduced to forty (40%) percent of the employer cost (less member contribution). Effective July 1, 2019, this amount shall be reduced to thirty eight (38%) percent of the employer cost (less member contribution). Effective July 1, 2020, this amount shall be reduced to thirty six and a half (36.5%) percent of the employer cost (less member contribution). Effective July 1, 2021, this amount shall be reduced to thirty five (35%) percent of the employer cost (less member contribution). Teachers electing to waive their coverage must do so by February 1 with the provisions of this section taking effect on September 1. Payment to the teacher shall begin with the first half payment on October 15 and a second payment on April 15. Full coverage may be reinstated by notifying the district in writing no later than April 1 for the succeeding year.

Reinstatement shall take place on September 1. In the event of an emergency causing the loss of insurance through another source the previously stated notification deadlines will be waived to the extent that there is no conflict with the requirements of the District's insurance carrier. If reinstatement occurs due to such emergency conditions, the teacher will repay (pro rata) any amount already forwarded to him/her.

The above referenced rate shall be amended as follows:

Effective July 1, 2018, for all unit members hired on or after May 4, 2018, a cash payment in lieu of the above referenced health insurance buy-out amounts shall be made as follows:

- (i) \$3,000 for individual waiver
- (ii) \$5,000 for 2-person or family waiver

Effective July 1, 2019, index the above \$3,000 and \$5,000 flat dollar payments to the percentage increase of the District's health care premium cost for individual, 2-person or family coverage.

B. Life Insurance and Long Term Disability Insurance

The Board will pay the full cost of "term" \$70,000 insurance. The Board will pay the full cost of a long term disability insurance policy with a ninety-day (90) waiting period, 60% of income payable at age sixty-five (65) due to disability resulting from sickness or accident.

C. Teacher Benefit Fund

Starting July 1, 2016 the District shall pay \$1,000 to a teacher benefit fund per teacher each year of the agreement as an additional fringe benefit for Dental, Optical and other like benefits. For the 2017-2018 school year, the District shall contribute \$1,000 per teacher.. For the 2018 – 2019 school year, the District shall contribute \$1,050 per teacher. For the 2019 – 2020 school year, the District shall contribute \$1,100 per teacher. For the 2020 – 2021 school year, the District shall contribute \$1,150 per teacher. For the 2021 – 2022 school year, the District shall contribute \$1,200 per teacher. The application of these funds to additional fringe benefits shall be the responsibility of the Association. Payment will be no later than October 15. For part-time employees, the District will pay a pro-rated portion of the appropriate annual payment.

D. Flex Benefit Plan

The Board will provide members of the bargaining unit with an IRS Section 125 Plan.

E. School Improvement Plan

The School Improvement Plan is designed to serve as an incentive to teachers to become involved in the planning and initiation of new methods and materials which will be of benefit to the Irvington school system.

Under the plan, teachers may receive financial recognition for approved proposals in any of the following areas: Administration, Curriculum, Guidance, or Community Involvement. In order for a teacher to receive a grant of this nature, it is necessary that he/she be actively involved in the implementation of his/her proposal.

A teacher who has had a proposal which he/she thinks would come under the heading of School Improvement must submit this proposal in writing to his/her Program Chairperson (High School and Middle School) or Building Principal.

1. This person(s) should meet with the teacher for discussion and possible revision of the proposal. If the proposal meets with his/her approval, he/she will submit it to a committee consisting of the Superintendent of Schools and the Building Principals.

2. The Committee will decide if the proposal is one which is useful for Irvington, either as is or with revision, and then the Chairperson of this Committee, the Superintendent of Schools, will submit the proposal to the Board.
3. The Board of Education will vote on the acceptance of the proposal. Once passed, they will then appropriate a sum of money to be paid to the teacher involved.
4. The teacher will be informed of the decision of the Board of Education.

F. Payment of accumulated sick leave

1. Any teacher who retires into the Retirement System shall be entitled to a payment of \$50 per day for each day of accumulated sick leave, provided the teacher notifies the School District in advance on or before November 1 of the school year in which the teacher plans to retire. Teachers retiring at times other than the conclusion of the school year shall provide a minimum of eight (8) months advance notice. The District, in its sole discretion, may waive advance notice. The District shall make payment, in its sole discretion, at the conclusion of the school year in which the teacher retires or within thirty (30) days of the start of the succeeding school year or may divide such payment into two (2) equal installments, with the second installment due one (1) year after the conclusion of the school year in which the teacher retires or within thirty (30) days of the start of the next succeeding school year. Such payments, at the teacher's option, shall be made in the form of a direct payment or tax-sheltered annuity.

2. Any Occupational Therapists or Occupational Therapist Assistants who retire into the Retirement System shall be entitled to a payment of \$50 per day for each day of accumulated sick leave, provided the Occupational Therapist or Occupational Therapist Assistant notifies the District on or before November 1 of the school year in which the Occupational Therapist or Occupational Therapist Assistant plans to retire. Occupational Therapists or Occupational Therapist Assistants retiring at times other than the conclusion of the school year shall provide a minimum of eight (8) months advance notice. The District, in its sole discretion, may waive advance notice. The District shall make payment, in its sole discretion, at the conclusion of the school year in which the Occupational Therapist or Occupational Therapist Assistant retires or within thirty (30) days of the start of the succeeding school year or may divide such payment into two (2) equal installments, with the second installment due one (1) year after the conclusion of the school year in which the Occupational Therapist or Occupational Therapist Assistant retires or within thirty (30) days of the start of the next succeeding school year. Such payments, at the Occupational Therapist or Occupational Therapist Assistant's option, shall be made in the form of a direct payment of tax-sheltered annuity.

3. The provisions of paragraph (2) above shall also apply to Teaching Assistants at the rate of \$25 per day for each day of accumulated sick leave.

ARTICLE VI – EXTRA DUTIES

A. Coaches and Advisors, Selection Procedure

1. Notification of available coaching and paid advisor positions will be given to the entire staff in order that any interested teacher may apply.
2. Selection of advisors will be made by the Building Principals with the approval of the Superintendent of Schools and the Board of Education.
3. Upon notification of removal of an advisor or coach, the person removed will have the right to an explanation as to the reason for removal.

B. Extra Duties, excluding Athletics

1. In the employment of teachers or their assignments to classes, an extra class or duty will not be a condition of either employment or assignment.
2. Student activities at all grade levels are to be encouraged and supervised by appropriate teachers. When supervision of social or athletic events proves hazardous or unpleasant, those events will be promptly reviewed by the faculty council and the administration.
3. Teachers shall be remunerated for extra duties as specified by schedules, (Schedules A1-F1). Chaperone pay shall be as follows: \$75.00 per event; \$105.00 plus expense for approved overnight events.
4. Upon the creation by the Board of new extra duties calling for remuneration, the Superintendent shall notify the IFA for the purpose of jointly establishing an appropriate pay schedule for such new extra duties. If there is no agreement between the District and the IFA as to an appropriate pay schedule after thirty (30) calendar days, the Board shall unilaterally establish a temporary pay schedule which shall remain in effect until the IFA and the Board establish a mutually agreeable pay schedule. Any pay schedule mutually established for new extra duties created by the Board during the term of this Agreement shall be added to Schedules A1-F1. However, nothing herein shall be construed to require the Board to create or maintain any such extra duties.

C. Athletics

1. Coaching assignments for the school year beginning in September will be submitted to the Board in June of the preceding year, and coaches will be informed of such assignments before the close of the school year.
2. The Athletic Director will fill all coaching positions with the approval of the Superintendent of Schools and Board of Education.
3. No individual will be permitted to coach more than two sports a year, including intramurals, except in unusual circumstances at the discretion of the athletic Director with Board approval. When such exception is made by the Board, the individual taking the extra sport will be paid.
4. Coaches will be remunerated as specified by schedule (Schedules A2-F2).
5. Salaries will conform with state law which mandates equal pay for equal work.

D. Guidance Department

1. All members of the Guidance Department will be required to attend two (2) additional night functions, in addition to "Back to School Night", for no additional compensation.

2. The Guidance Department Chairperson will be required to attend three (3) additional night functions, in addition to "Back to School Night", for no additional compensation.
3. Effective July 1, 2015, guidance staff (other than the Guidance Chairperson) attending more than the three (3) required night functions described above shall be compensated at the applicable curriculum rate for their attendance at said night function(s). Such attendance shall be on a voluntary basis with the express understanding that the Guidance Department shall ensure adequate coverage, after consultation with the High School Principal, for the event. In the event the district determines that there is inadequate coverage for such events, the District may reopen this agreement to negotiate the mandatory attendance of staff at such events as well as the compensation for said attendance. Attendance at seven (7) or more night functions shall be on a voluntary basis and the Guidance Department shall not be responsible for ensuring adequate coverage for the event(s).
4. The parties herewith acknowledge that Article IV(G)(2)(a)(4) of the CBA provides that Program Chairpersons shall work an additional two (2) days (twelve (12) hours) with pay, to perform duties associated with the position of Program Chairperson. Effective July 1, 2015, in the event the Guidance Chairperson attends more than the four (4) required night functions described above, said hours of attendance shall be deducted from the twelve (12) hours allotted to Program Chairpersons pursuant to Article IV(G)(2)(a)(4) of the CBA and no additional compensation shall be provided for such attendance. In the event hours are deducted there shall be no reduction in the duties and responsibilities associated with the position of Program Chairperson. Attendance beyond the required four (4) night functions shall be on a voluntary basis with the express understanding that the Guidance Department shall ensure adequate coverage, after consultation with the High School Principal, for the event. In the event the District determines that there is inadequate coverage for such events, the District may reopen this agreement to negotiate the mandatory attendance of staff at such events. In the event the Guidance Chairperson has attended the required four (4) night functions and thereafter, the above referenced twelve (12) hours have been exhausted and the Guidance Chairperson thereafter attends additional night functions he/she shall be compensated at the applicable curriculum rate for their attendance at said night function(s). Attendance at eight (8) or more night functions shall be on a strictly voluntary basis and the Guidance Department shall not be responsible for ensuring adequate coverage for the event(s).

ARTICLE VII – LEAVES

A. Committee for Leaves

A Committee for Leaves, hereafter in this Article VII referred to as the "Committee" shall be formed to establish criteria and to recommend policies for all Professional Leaves (see B below). This Committee shall consist of two (2) members (administrative personnel) appointed by the Board and two (2) members by the Association. The Committee shall be chaired by the Superintendent of Schools. An applicant may not be a member of the Committee. With regard to professional leaves, in the absence of exceptional circumstances, not financial, the Board agrees to follow the recommendation of the Committee and to

approve only those who have been found to meet the established criteria and have been recommended by the Committee.

B. Professional Leaves (Meetings, Conferences and Workshops)

1. Leaves shall be granted without loss of pay or leave time for attendance at approved professional meetings, conferences and workshops for professional improvement.
2. The Committee shall establish criteria for approval of conference requests. Requests will be considered by the Board of Education upon the endorsement of the Committee and submission by the Superintendent of Schools.
3. The Committee shall establish a pro-rata amount of money by June 1 for elementary, middle school, and secondary faculty to attend conferences and conventions. The Committee shall have the right to establish a cut-off date during the course of the school year after which no requests can be honored.
4. There shall be a uniform rate of reimbursement for leaves to all professional employees for travel at the IRS rate not to exceed tourist fare, airline, minus tax. Essential expenses for hotels, meals, registration to the legal limit and other necessary fees while attending authorized professional activities shall be reimbursed. Paid receipts, or reasonable explanations where receipts are not obtainable, shall accompany requests for reimbursement.

Visiting Days

- a. Teachers may visit schools and colleges on matters related to their own work at their own expense. No deduction in pay will be made for such days.
- b. Visiting days may be taken only with the permission of the Building Principal and normally would not exceed two (2) days per year.

C. Leaves of Absence

1. A leave of absence may be granted without pay for valid reasons with the approval of the Board.
2. The leave of absence may be no longer than two (2) years.
3. Notice of intent to return must be given by the first month of the last semester prior to return. Agreement to provide such notice shall be a condition of granting the leave. Failure to provide notice in a timely manner shall constitute a resignation effective when the notice was due except in extenuating circumstances.
4. Possible reasons for leave of absence would include, but not be limited to, work in the Peace Corps, or ISTA, recuperation from illness, service with NYSUT or other professional associations, graduate study, and study related to the teaching profession.
5. During such leave, a teacher will not be entitled to any benefits underwritten by the Board of Education, or any steps of promotion normally allowed. In those instances where a benefit is contributory, such may be continued during leave if prepaid by the teacher in advance.

D. Parental Leave

A parental leave will be granted upon request. It shall be for no longer than twenty-four (24) months, and the teacher must return at the start of the school year, provided however that in the event a teacher would thereby lose seniority ranking, the teacher may return at the start of the previous semester. Teachers shall give notice of commencement of parental leaves as far in advance as possible and shall attempt to avoid excessive disruptions to the academic program. Effective July 1, 2018, written notice of the request for parental leave shall be provided by the employee to the District at least one hundred twenty (120) calendar days prior to the date of commencement of such leave, unless medical circumstances (as substantiated by an appropriate doctor's note) or in the case of adoption, the particular circumstances of the adoption (as substantiated by the appropriate written documentation), make it impossible for the unit member to comply with the 120 calendar day notice requirement. In such event the unit member shall be required to provide as much notice as possible under the circumstances. The IFA and the District both wish to maintain academic continuity while recognizing the personal and economic decisions teachers must make in family planning. Written notice of intent to return must be given by the first month of the last semester prior to return. Such leave must be initiated no later than one (1) month after the birth or adoption of a child (children). During such leave, a teacher will not be entitled to any benefits underwritten by the Board of Education, or any steps of promotion normally allowed. In those instances where a benefit is contributory such may be continued during leave if prepaid by the teacher in advance.

E. Jury Duty

A teacher who is called for jury duty will receive his/her regular salary and will have no time deducted from his/her sick leave and/or personal days. However, if a teacher receives jury duty pay for a day when school is in session, he/she will turn the amount over to the District, less the amount paid for travel expense.

F. Personal Business Leave

Personal days may only be used for the purpose of transacting or attending to personal business which cannot be attended to other than on a school day during school hours. Each teacher will be granted three (3) personal business days per year for the first year of employment, four (4) days for the second year of employment, and five (5) days for the third and each year thereafter of employment, but these days shall not be accumulated. All personal business days shall require reasonable notice and the reason for such absence. However, upon reasonable notice and reasons no approval shall be required.

Effective July 1, 2011, unused personal days may be banked by the teacher as accrued sick leave at the end of the school year in the ratio of 1-1, i.e. one (1) unused personal day shall convert to one (1) accrued sick day. In all instances, teachers seeking to use their fifth (5th) personal day in a school year before or after a holiday must obtain the approval of the building principal which may be granted or denied in the building principal's sole discretion.

G. Leave for Family Illness and Death in the Family

Three (3) days leave with no deduction in pay will be granted for illness in the immediate family. These days will neither be accumulated nor deducted from sick leave. The immediate family is here defined as father, mother, brother, sister, son, daughter, husband, wife or significant other residing in the same household as the teacher. Three (3) days leave with no deduction in pay will be granted for death (each occurrence) in the immediate family. These

days shall neither be cumulative nor deducted from other authorized leaves. The immediate family is defined as mother, father, sister, brother, children, mother and father-in-law, grandparents, husband, wife or significant other residing in the same household as the teacher.

If an aunt, uncle, or cousin dies, the teacher may request based upon demonstrating a compelling reason, the principal grant a bereavement day. The building principal may grant or deny such day in his/her sole discretion.

H. Sick Leave

1. No deduction in pay will be made for absence of six (6) days or less for illness for the first year of employment, eight (8) days or less for illness for the second year of employment, and ten (10) days or less for illness for the third year and each year thereafter of employment.
2. A teacher in his/her first year of service in Irvington will be allowed fourteen (14) days of illness before any loss of pay. This allowance covers the first two (2) years of service in Irvington. If a teacher leaves the District in less than two (2) years, having used more than his/her prorated amount of sick leave, his/her salary will be adjusted accordingly.
3. A noncumulative reserve of thirty (30) working days will be available to each teacher for an extended illness. Extended illness shall mean an illness or disability of thirty (30) or more working days. This reserve shall be in effect only after the accumulated sick leave has been used up. Thereafter, the teacher will receive the difference between his/her salary and the amount paid for the substitute employment until the long term disability insurance becomes effective.
4. Unused sick leave up to six (6) days for the first year of employment, eight (8) days for the second year of employment and ten (10) days for the third year and each year thereafter of employment shall be cumulative over succeeding years with no maximum limit. Whenever a teacher is absent more than eight (8) days in the second year of employment and ten (10) days in the third year and each year thereafter of employment, the additional absence shall be deducted from the cumulative total.
5. A teacher who has been absent for illness for ten (10) consecutive school days shall be examined by the school physician within three (3) days prior to return to duty. The school physician shall certify to the Board of Education, in writing, that said teacher is physically capable of resuming his/her duties. Effective July 1, 2018, a teacher who has been absent for illness for five (5) consecutive school days shall be required to submit a doctor's note to the Building Principal substantiating such illness. A teacher who has been absent for illness for eight (8) school days during a particular thirty (30) day period shall be required to submit a doctor's note to the Building Principal substantiating their illness.

ARTICLE VIII - WORKSHOPS

- A. Workshops during the school year (no more than ten (10) hours per year and not including staff meetings) in support of a school program may be required of certain teachers. If so, there shall be no cost to the teacher.

- B. 1. Effective July 1, 2001, for workshops, seminars, staff development and curriculum work that is conducted during the summer and other vacation periods, payment will be made at 1/200th of BA Step 1 or a pro-rated portion thereof if appropriate. Attendance at such workshops, etc. shall be voluntary.
- 2. Workshop applications from individual teachers received outside the budget process and no later than March 1st shall be reviewed by the Conference and Leave Committee (see Article VII) which shall make recommendations to the Superintendent. The Board and Administration may initiate requests for proposals as part of the budget process with such requests to be posted.

ARTICLE IX – ADMINISTRATIVE – TEACHER LIAISON COMMITTEE

A. Membership

- 1. Two teacher representatives of the Faculty Association Executive Council from each building elected by teachers in their respective building, plus the IFA President serving ex-officio.
- 2. Superintendent of Schools and an Administrator from each building.

B. Functions

- 1. To advise with respect to formulation and administration of educational policy.
 - 2. To aid administrative staff in implementing educational policy with the teaching staff.
- C. Appropriate topics for the agenda would be such things as system-wide grading policies, curriculum development and practices for grouping students, but not limited to these.
 - D. General educational policies will not be introduced without being presented to the Committee for their consideration.
 - E. The Committee shall meet one afternoon each month after the conclusion of formal classes.

ARTICLE X – FACULTY COUNCILS

- A. There shall be a faculty council in each building consisting of an administrator and teachers from that building. Membership shall be elected by the faculty in each building and shall be representative of the total staff. Meetings will be held at the discretion of the council after the conclusion of formal classes.
- B. The faculty council shall advise with respect to the formulation and administration of educational policies and practices within their respective buildings.
- C. Appropriate topics for faculty councils would include such things as disciplinary policy, acquisition and use of teacher aides and paraprofessionals, role of consultants and the implementation of curriculum plans, but not limited to these. The chairperson will publish an agenda prior to the meeting.
- D. Meetings will be open and may be attended by other faculty members providing they are free of other duties.

ARTICLE XI – GRIEVANCE

The Board of Education of the Irvington Union Free School District, Town of Greenburgh, and the Irvington Faculty Association do hereby establish and adopt the following procedures for the orderly settlement of any grievances of the staff recognized in this contract.

A. Declaration of Policy

It is hereby declared to be the purpose of these procedures to provide a means for orderly settlement of any differences, promptly and fairly, as they arise and to assure equitable and proper treatment of the members of the professional staff pursuant to established rules, regulations and policies of the District.

B. Definitions

The following definitions are for use in this Article XI:

1. Teacher shall mean any member of the Irvington Faculty as defined in Article I of this Agreement
2. Administrator shall mean the principal to whom the teacher is directly responsible.
3. Chief School Administrator shall mean the Superintendent of Schools or designee.
4. Representative shall mean the person or persons authorized by the aggrieved employees as his/her counsel or to act and speak on his/her behalf. Representative may include a member of the Executive Council of the IFA. This authorization must be in writing. The representative may be charged by further written authorization by the aggrieved employee.
5. Committee shall mean the Irvington Faculty Association Grievance Committee.
6. Grievance shall mean any claimed violation, misinterpretation or inequitable application of the specific terms of this Agreement.
7. The provision of the Education Law, Section 3813 shall not apply to the Grievance and Arbitration procedures of this contract.

C. Basic Principles

1. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged
2. A teacher or his/her representative shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal. All hearings held prior to the review state shall be strictly confidential.
3. A teacher shall have the right to be represented at any stage of the procedures by a person or persons of his/her own choice and/or by the Committee at the formal and review stages. The Committee shall consist of three (3) teachers elected by the Irvington Faculty Association. All meetings held to resolve a grievance shall be open to the representatives of the aggrieved employee.

4. Each party to a grievance shall have access at reasonable times to all written statements and records pertaining to such case.
5. It shall be the responsibility of the Chief School Administrator to take such steps as may be necessary to give force and effect to these procedures. Each administrator shall have the responsibility to consider promptly each grievance presented to him/her and make a determination within the authority delegated to him/her within the time specified in these procedures.
6. The function of these procedures is to assure equitable and proper treatment under this agreement which relate to or affect the teacher in the performance of his/her assignment. These procedures are not designated to be used for changing such rules or establishing new ones.

D. Procedures

1. Informal Stage

The aggrieved party shall orally present his/her grievance to the administrator to whom the teacher is directly responsible. The grievance must be presented within sixty (60) school days of the date the aggrieved teacher or his/her representative knew or should have known of the facts giving rise to the grievance. Such administrator shall orally and informally discuss the grievance with the aggrieved teacher. The administrator shall render his/her determination to the aggrieved teacher or representative within five (5) school days after the grievance has been presented to him/her. If such grievance is not satisfactorily resolved at this stage, the aggrieved teacher or representative may proceed to the formal stage.

2. Formal Stage

- a. Within five (5) school days after a determination has been made at the preceding stage, the aggrieved teacher or representative may make a written request to the Chief School Administrator or his/her designee for a review and determination. If the Chief School Administrator designates a person to act on his/her behalf, he/she shall also delegate authority to render a determination on his/her behalf.
- b. The Chief School Administrator or his/her designee shall immediately notify the aggrieved teacher or representative, his/her administrator and any other person previously rendering determination in the case to submit written statements to him/her within five (5) days setting forth the specific nature of the grievance, the facts relating thereto, and the determination previously rendered. These statements and facts shall be opened to the Committee whenever said Committee has been requested by the aggrieved employee or representative to act on his/her behalf.
- c. If either party requests a formal hearing in the written statement submitted by him/her in accordance with paragraph "b" above, the Chief School Administrator or his/her designee shall notify all parties concerned, including the Committee, of the time and place of such formal hearing. At said hearing such parties may appear and present oral and written statements supplementing their positions in the case. Such hearing shall be held within five (5) days of receipt of the written statements submitted pursuant to paragraph "b" above.

- d. The Chief School Administrator or his/her designee shall render his/her determination within ten (10) school days after the written statements submitted pursuant to paragraph "b" above have been presented to him/her.
- e. If the grievance is not satisfactorily resolved at this stage, the IFA Executive Council may proceed to the review stage.

3. Review Stage

The IFA Executive Council may, within five (5) school days of the final determination by the Chief School Administrator, make a written request to the Board of Education for review and determination. All written statements and records of the case, including those of the Committee, shall be submitted to the President of the Board of Education by the Chief School Administrator. The Board of Education may hold a hearing to obtain further information regarding the case. Either the board or the IFA Executive Council shall render a final decision within twenty (20) calendar days after receiving the request for review, except that if the request for review is received in June, July or August of any year, the time limit shall be thirty (30) calendar days.

4. Arbitration

- a. The arbitrator will be selected from a list supplied by the American Arbitration Association and shall be an experienced impartial person competent and familiar with school problems and shall be mutually acceptable to the Board of Education and the aggrieved teacher or his/her representative, subject to the rules of the A.A.A. The cost of the arbitrator shall be borne equally by the Board and the Association.
- b. If not settled pursuant to the foregoing procedure, the IFA Executive Council may submit, upon written notice within ten (10) days after the receipt of the determination of the review stage, the grievance to an arbitrator for decision. If the grievance involves a dispute as to the interpretation or application of the terms and conditions of this Agreement, either party may request interpretation of the provision of the Agreement which is in dispute in an arbitration which shall be final and binding upon the parties thereto only with respect to that part of the arbitrator's award which decides the issue of interpretation. The arbitrator shall be so advised in the written statement referred to herein in the appeal procedure. The appeal shall be taken by submitting to the arbitrator, via the secretary/clerk to the Board, a written statement signed by the employee making the appeal.
- c. The arbitrator shall hold a hearing within fourteen (14) days after receiving the written request for review. This time limit may be extended by mutual agreement of the parties involved. The arbitrator shall give at least five (5) days notice of time and place of such hearing to the employee, the employee's representative, if any, and the supervisor or Program Chairperson, the Chief School Administrator, Board members, and the Faculty Association, all of whom shall be entitled to be present at the hearing.
- d. the arbitrator shall make his/her report, in writing, within seven (7) days after the close of the hearing. He/she shall immediately file his/her report and the written summary of the proceedings with the Secretary of the Board. The

arbitrator shall, at the time, send a copy of his/her summary findings to the employee, the employee's representative, if any, the supervisor or department chairperson, the Chief School Administrator, and the President of the Association. The report shall include a statement of the arbitrator's findings of fact, conclusions, recommendations and, in the case of binding arbitration, the decision as to interpretation of the provision of the written agreement which is in dispute between the parties.

ARTICLE XII – NEW TEACHER ORIENTATION

- A. New teachers will be required to attend an orientation prior to the start of the school year, in accordance with the calendar established for the next school year. The orientation will be conducted by the administration and the Program Chairperson and any others deemed necessary by the Superintendent of Schools.
- B. The purpose of the orientation shall be to acquaint the new teachers with the philosophy of the Irvington school system and with specific policies, program and procedures.
- C. A representative of the Irvington Faculty Association will be given time to distribute and explain an information packet. The time allowed will be agreed upon between the Superintendent of Schools and the Irvington Faculty Association before the establishment of an agenda for the orientation.
- D. New teachers will be provided with a copy of the contract and be apprised of available benefits by the administration and/or business office.

ARTICLE XIII – TENURE AND TEACHER EVALUATION

A. Non-Tenured Teachers – Evaluation and Tenure

1. Non-Tenured Teacher Meetings

Meetings will be held with non-tenured teachers during their probationary period for the purpose of discussing teaching techniques, problems, philosophy, etc. The meeting will be held as often as is deemed necessary and practical.

2. Evaluation of Non-Tenured teachers

- a. At least one (1) written comprehensive evaluation of the teacher's performance (including at least two classroom observations) will be made each year and included in the personnel file.
- b. The purpose of these evaluations shall be to improve teaching techniques and to insure quality teaching
- c. The evaluations will be prepared by the building principal with the participation of the Program Chairperson, where appropriate.
- d. A conference will be held with the teacher as soon as practical after the evaluation, not to exceed two (2) days except in extenuating circumstances.

- e. A copy of the written report will be given to the teacher to be signed before it is put into the personnel record. The signature is to indicate that the teacher has been given the report, not that he/she agrees with it; the teacher will be given the opportunity to comment in writing on the report; the report and the teacher comments will both go into the personnel file.
- f. Criteria for evaluation of teachers will continue to be developed by teachers and administrators and will be placed in the policy book.
- g. The observations will be performed by the building principals and/or Superintendent of Schools or designee and, where appropriate, the Program Chairperson.
- h. A written report will be completed after each observation. The same procedures will be followed for observations: conference, teacher signature and opportunity for comment in writing.

3. Procedure During the Probationary Period

- a. It is the responsibility of the administration to counsel a teacher and to promote improvement of his/her level of competence.
- b. Special conferences will be held with those teachers whose performance is judged to be less than satisfactory in December or January and April or May of each year of the probationary period. This does not preclude the possibility of other conferences during the year.
- c. The purpose of the conference will be to inform the teacher of the situation and of his/her need to take action to improve weaknesses, and to provide appropriate recommendations for improvement of performance.
- d. If a teacher in the final year of his/her probationary period is not going to be recommended for tenure, he/she will be notified at least thirty (30) days before the Board of Education is asked to act on the Superintendent of School's recommendation.
- e. If a probationary teacher is to be dismissed after three (3) years, reasons will be given in writing, and an interview with the Board of Education will be held if requested. The Superintendent of Schools will notify the teacher if he/she is not to be recommended for tenure at least six (6) months prior to the expiration of the teacher's probationary period of employment.
- f. Where possible and practical, the Board will make every effort to dismiss a probationary teacher where performance is not satisfactory by the end of the penultimate year of probation.
- g. Reasons for denial of tenure will be given in writing if requested by the teacher.
- h. Teachers granted tenure will be officially notified by the Board of Education.

B. Tenured Teachers – Evaluation

- 1. A least one (1) comprehensive evaluation, not necessarily based on classroom observation(s), will be made every year.

2. The same procedure will be followed as with non-tenured teachers; conference; signature; opportunity for comment.

C. Appeal of Evaluations

1. Performance ratings of “ineffective” and “developing” are the only ratings subject to appeal. Teachers who receive a rating of “highly effective,” or “effective” shall not be permitted to appeal their rating.
2. Non-tenured teachers shall not be permitted to appeal any aspect of their annual evaluation, or the school district’s issuance and/or implementation of the terms of a teacher improvement plan.

D. Appeals of “Developing” Performance Ratings

1. Within five (5) calendar days of the receipt of a teacher’s annual evaluation, the teacher may request, in writing, review by the Superintendent of Schools.
2. The appeal writing shall articulate in detail the basis of the appeal to the Superintendent of Schools. Failure to articulate a particular basis for the appeal in the aforesaid appeal writing shall be deemed a waiver of that claim. As set forth in Section 3012-c of the Education Law, the evaluated teacher may only challenge:
 - a. the substance of the annual professional performance review;
 - b. the school district’s adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education Law;
 - c. the school district’s adherence to the regulations of the commissioner;
 - d. the school district’s compliance with any applicable locally negotiated procedures; and
 - e. the school district’s issuance and/or implementation of the terms of the teacher improvement plan.
3. Within ten (10) calendar days of receipt of the appeal, the Superintendent of Schools shall render a final and binding determination, in writing, respecting the appeal. The determination of the Superintendent of Schools shall not be grievable, arbitrable, nor reviewable in any other forum.

E. Appeals of “Ineffective” Performance Ratings

1. Within five (5) calendar days of the receipt of a teacher’s annual evaluation, the teacher may request, in writing, review by the Superintendent of Schools.
2. The appeal writing shall articulate in detail the basis of the appeal to the Superintendent of Schools. Failure to articulate a particular basis for the appeal in the aforesaid appeal writing shall be deemed a waiver of that claim. As set forth in Section 3012-c of the Education Law, the evaluated teacher may only challenge:
 - a. the substance of the annual professional performance review;
 - b. the school district’s adherence to the standards and methodologies required for such reviews pursuant to Section 3012-c of the Education Law;

- c. the school district's adherence to the regulations of the commissioner;
 - d. the school district's compliance with any applicable locally negotiated procedures; and
 - e. the school district's issuance and/or implementation of the terms of the teacher improvement plan.
3. Within ten calendar days of receipt of the appeal, the Superintendent of Schools shall render a final and binding determination, in writing, respecting all appeals brought under sub-sections a-c and e hereinabove. The determination of the Superintendent of Schools shall not be grievable, arbitrable, nor reviewable in any other forum.
 4. In the event the evaluated teacher believes that that the District failed to comply with any locally negotiated procedures with respect to the evaluation process and disagrees with the Superintendent's determination in this regard, he/she shall be afforded grievance and arbitration rights in connection with said appeal in accordance with Article XI of the parties' collective bargaining agreement. The losing party in such arbitration shall pay for 75% of the costs associated with the arbitration, with the exception of legal fees.
 5. The parties herewith acknowledge that the evaluated teacher may only grieve and arbitrate the school district's compliance with any applicable locally negotiated procedures. No appeals may be brought to grievance and and/or arbitration for any other reason, including but not limited to the reasons set forth in sub-section 2(a-c, e) above. The parties herewith further acknowledge that "locally negotiated procedures" shall be defined in accordance with Education Law Section 3012-c and applicable Regulations of the Commissioner of Education. In the event said Statute(s)/Regulation(s) fail to define and/or fully define "locally negotiated procedures" then it shall be defined in the same manner as "evaluation procedures" have been defined by the Public Employment Relations Board pursuant to the Taylor Law. Once said procedures have been negotiated, the parties shall identify the specific procedures that will be subject to the process set forth in this sub-section (E).
 6. The appeal procedure set forth in this sub-section (E) shall sunset at the conclusion of the 2012-13 school year. The parties shall thereafter engage in negotiations from June 1, 2013 until June 30, 2013. In the event the parties are unable to reach agreement concerning an appeals process for "ineffective" performance ratings concerning alleged violations of locally negotiated procedures, the parties shall immediately proceed to expedited mediation. Martin Scheinman shall serve as the mediator in such event. The parties shall thereafter engage in the mediation process from July 1, 2013 until August 30th, 2013. During the period of July 1, 2013 until the conclusion of the parties' negotiations, the appeals process set forth in sub-paragraph (D) above shall be applicable to all appeals of evaluations with performance ratings of "ineffective" and "developing".

F. Teacher Improvement Plan

The improvement plan will be developed and implemented by the affected teacher and administrator within one month of notification from the administrator that an improvement plan must be developed and implemented. In the event the affected teacher refuses to participate in the development and/or implementation of the improvement plan, the District

shall not be required to provide said improvement plan to the employee and the District's statutory obligations with respect to Teacher Improvement Plans shall be deemed fulfilled in all respects.

G. Prospective APPR Regulations

The parties shall continue to negotiate with respect to the remaining provisions of the District's Annual Professional Performance Review Plan, or then current labor agreement as required by the provisions of Section 3012-c of the Education Law.

H. With the Exception of Appeals Pursuant to Subsection (B) Above the Authority of the Arbitrator shall be as follows:

Other than appeals brought by teachers receiving an ineffective rating asserting that the District failed to comply with any applicable negotiated procedures as set forth in sub-section E(2)(d) above, any arbitrator appointed pursuant to this contract shall be wholly without authority to consider, apply or interpret any provision of the District's APPR Plan, Section 3012-c of the Education Law, or any Regulation of the Commissioner of Education arising under Section 3012-c of the Education Law, or a dispute arising thereunder.

I. Conflicts

Nothing contained in this labor agreement shall conflict with, nor be determined to conflict with the annual professional performance review Regulations of the Commissioner of Education which have been and may hereafter be issued, nor with the provisions of Section 3012-c of the Education Law of the State of New York, and any amendments thereto. If it is determined by a final court of competent jurisdiction that a conflict exists, the law and the aforesaid Regulations shall govern.

J. Use of Evaluation Ratings in Education Law §3020-a Proceedings

In the event the District seeks to utilize a staff member's evaluation as evidence of the staff member's competence to perform his/her job responsibilities in the context of a proceeding brought pursuant to Education Law §3020-a, the Superintendent's final determination with respect to any appeals brought pursuant to sub-sections (D) and (E) above shall be inadmissible as evidence of the staff member's competence to perform his/her job responsibilities. The foregoing shall not preclude the admission of the actual underlying evaluation in said proceeding, nor shall it preclude testimony from any witness the District deems fit to support the content and/or issuance of said evaluation.

K. Occupational Therapists and Occupational Therapist Assistants shall be required to serve a twenty-six (26) week probationary period prior to becoming "permanent" for purposes of the Westchester County Civil Service Rules ("Rules") and for purposes of discipline/dismissal pursuant to Section 75 of the Civil Service Law. Notwithstanding the foregoing, the District shall have the sole discretion to extend said probationary period by an additional period of twenty-six (26) weeks pursuant to an evaluation conducted during the first twenty-six (26) week period.

L. Occupational Therapists and Occupational Therapist Assistants shall be evaluated on an annual basis by the Director of Pupil Personnel Services with input, as applicable, from the building principals in which said employees are assigned to provide services. Notwithstanding the foregoing, those Occupational Therapists and Occupational Therapist Assistants serving a

probationary period shall be evaluated at least once during the initial twenty-six (26) week period set forth in paragraph "K" above.

ARTICLE XIV – PERSONNEL FILES

- A. Teachers will have the right to include written responses to all supervisory evaluations placed in the personnel files. Such a response will be submitted before inclusion in the personnel file within fifteen (15) calendar days of receipt of the evaluation with the understanding that responses to evaluations received after June 1, will not be due until September 15.
- B. Personnel records will be open for inspection at the request of the teacher, with no items withheld except those received in confidence in relation to the employment of the teacher.
- C. Teachers will be notified of any additions to their personnel files and will acknowledge notification by signature.

ARTICLE XV – NON-TEACHING DUTIES

The Board and the Association recognize that the primary duty and responsibility of teachers is to teach. The Board will make every effort, within the limits of New York State Law, to ensure that non-teaching duties such as study hall, lunch duty, playground duty, bus duty, etc., are minimized and assigned on an equitable basis in order that teachers may devote maximum time to teaching.

ARTICLE XVI – SCHOOL DAY

- A. Effective July 1, 1999, the teacher's workday will not exceed seven (7) hours fifteen (15) minutes, including lunch but exclusive of after school meetings. In addition, the Board and the teachers recognize that teachers have a responsibility to remain beyond the conclusion of classes in order to be available to meet with students. All teachers will have a daily preparation period averaging forty (40) minutes but no less than thirty (30) minutes, exclusive of the lunch period. Within such limitations, the starting and finishing times of the workday will be determined by the Administration, but any change will be made only after consultation with the Association.
- B. Effective July 1, 1999, the teacher's workday at the Elementary and Middle School Level shall be increased from seven (7) hours to seven (7) hours and fifteen (15) minutes, including lunch and exclusive of after school meetings. The additional time shall be used for professional purposes such as, but not limited to collaboration, team planning, conferences with parents, conferences about students, curriculum work and staff development.
- C. Effective July 1, 1999, a staff development committee comprised of teachers and administrators shall meet at least once per school year to identify and reach by consensus priorities for the use of pooled time at the Elementary and Middle School Levels.
- D. Last Day of School (Elementary)
Effective July 1, 1999, the last day of school (elementary) at the end of the school year shall be a day of teacher attendance only to be used for completing end of year responsibilities and professional obligations.

ARTICLE XVII – CLASS SIZE

The Board and the teachers recognize that it is desirable to maintain class size at a level which will allow teachers to achieve the goal of reaching every student. The Board will consider the recommendations of teachers and will make every effort to determine class size according to the needs of pupils.

ARTICLE XVIII – JOB SECURITY

- A. Notification in writing, of assignments for the following year will be made by the close of the school year, except when extenuating circumstances necessitate a change. The notification will be made by the administrator as soon as possible.
- B. The Association recognizes that the Board has demonstrated its good faith in maintaining an educational system and professional staff of the highest quality. The Board pledges its commitment to the continuance of this policy. The Board shares a concern of the Association over possible staff reductions. In the event any elimination of a teaching position will result in the loss of employment of a teacher, the Board will give serious consideration to the employment of such teacher in other tenure areas for which the teacher is certified, or certifiable with one (1) year of the abolishment of the position that the teacher held, if an opening exists through the September immediately following the termination of the teacher's service. If the teacher is not appointed to the opening he/she shall, upon request, be entitled to a statement of reasons for the denial of appointment to the opening.
- C. The word "certifiable" in paragraph "B" above, shall mean that it is physically possible for a teacher to obtain the certification within one (1) year of the abolishment of the position, i.e., there is enough time to take courses required for the certification. The teacher must inform the Superintendent of Schools in writing of his/her commitment to obtain certification within the time set forth in paragraph "B" above.

ARTICLE XIX – TEACHING LOAD

The Board and the Association agree that the present practices regarding teacher load are educationally sound and should be maintained if at all possible. These practices provide for the following goals:

Secondary School

Five (5) classes or less per day for all teachers except English and Social Studies.

Four (4) classes or one hundred eight (108) students per day for English and Social Studies teachers.

Under normal circumstances, however, a teacher will not be assigned to more than twenty-five (25) teaching periods per week.

The number of lesson preparations for different courses shall be no more than three (3) per day although it is recognized that the prior teaching experience of a teacher or the special needs of the curriculum may render this goal difficult to obtain.

Middle School

Five (5) teaching periods, one (1) preparation period, and the remainder of the day to be spent on program planning, student supervision and working with and assisting students. (Such

activities could include enrichment period and team planning period.) The activities other than the five (5) teaching periods shall not require lesson planning.

Under normal circumstances, however, a teacher will not be assigned to more than twenty-five (25) teaching periods per week.

Class Coverage

In the event that classroom teachers in a building are absent and a substitute cannot be obtained following reasonable efforts to do so, teachers may be assigned to cover the classes of an absent teacher during one of their preparation periods. For this assignment, compensation will be \$40.00 per period.

ARTICLE XX – ADMINISTRATIVE POSITIONS

- A. Notification of any regular administrative openings will be given to the faculty. The notice shall describe the position and the duties.
- B. Teachers will be given sufficient time (at least thirty (30) days) in which to apply for the position.
- C. Openings during the Summer will be announced by a mailing to the teachers.

ARTICLE XXI – SCHOOL CALENDAR

- A. The School calendar shall be constructed annually by a committee consisting of the representatives of the administration and the faculty. The committee shall be chaired by the Superintendent of Schools and will consist of the other members of the administration chosen by the Superintendent of Schools. The final approval of the calendar will rest with the Board. Changes in the school calendar will be discussed with the Faculty Association representatives, but the Board will have the final authority to approve or disapprove any proposed changes.
- B. Effective July 1, 2002, there will be the addition of the equivalent of one day during the school year to be used for professional development.

ARTICLE XXII – PHYSICAL EXAMINATIONS

- A. Teachers will be given a physical examination at school district expense by the school physician at the following times:
 - 1. At the time of hiring before commencement of services, unless waived to a later date by Superintendent of Schools.
 - 2. When eligible for tenure within thirty (30) days of notification from office that examination is required.
- C. The teacher may choose to have the physical exam performed by his/her own physician, with the teacher paying any cost in excess of that paid to the school physician. The Board will send payment to the teacher's physician upon receipt of a statement from the school physician that the exam has been completed.

- D. All information regarding the physical shall be kept confidential. The physical reports will be retained in the school physician's file.

ARTICLE XXIII – PROFESSIONAL ETHICS COMMITTEE

The Association recognizes its responsibility to foster and promote high professional standards and ethics. The Association shall establish a professional standards and ethics committee with the objective of maintaining high professional standards among the teachers in the Irvington Public Schools.

ARTICLE XXIV – ACADEMIC FREEDOM

Both parties seek to educate young people in the tradition of democracy to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of a respect for the Constitution, including the Bill of Rights. It is recognized that these values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for both teacher and student is encouraged. Academic freedom shall be guaranteed to teachers and no special limitation shall be placed upon study, investigation, presenting and interpreting facts and ideas in all branches of learning, subject only to accepted standards of professional education responsibility, the statutes of the State of New York and the established curriculum. It is recognized that the exercise of academic freedom entails a corresponding burden of academic responsibility to maintain the academic freedom for all people, to encourage the presentation of all points of view and to preserve the boundaries of propriety and good taste.

ARTICLE XXV – TEACHERS' RIGHTS

- A. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall not be applied in any arbitrary or capricious manner, nor shall they be applied so as to discriminate directly or indirectly against any teacher because of race, creed, religion, color, national origin, age, sex or marital status.
- B. Teachers shall have the right to remove students from the classroom for abusive language or behavior which interferes with the learning process. Such students will be sent to a place(s) designated by the Superintendent of Schools.
- C. The Board will pay for all property damage, medical and hospital bills (beyond health insurance) which results from any student action or student assault provided such teacher at the time of the accident or injury was acting in discharge of his/her duties within the scope of his/her employment and/or under the orders or direction of the Board of Education.
- D. The teacher will receive full pay for any time absent from the job as a result of such student action, with no loss of sick days, provided such teacher at the time of accident or injury was acting in discharge of his/her duties within the scope of his/her employment and/or under the order or direction of the Board of Education. Any workers' compensation, therefore, will be paid by the Board of Education.
- E. The Board agrees to save harmless and protect teachers from financial loss, and will provide for their defense, 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 within or about the

school building, provided such 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 orders or direction of the Board. The Board shall not be subject to this duty unless the teacher shall within ten (10) days of the time he/she is served with any summons, complaint, process, notice, demand or pleading, deliver the original or copy of the same to the Board.

ARTICLE XXVI – PREVIOUS PRACTICE CLAUSE

All conditions of employment which have been the practice in effect within the District prior to the time this contract becomes effective shall be maintained for the life of this contract except where otherwise specified by the specific terms and conditions of this contract.

ARTICLE XXVII – TAX SHELTERED ANNUITIES

The Board agrees to make payroll deductions enabling employees to purchase Tax Sheltered Annuities (TSA). The business official of the School District is authorized to approve on behalf of the Board applications from employees for agreements with the School District for reductions in contract salary to be remitted to TSAs. These applications as well as any changes will be accepted at any time during the school year. A teacher may withdraw from a TSA at any time during the school year.

ARTICLE XXVIII – U.S. SAVINGS BOND AND CREDIT UNION

- A. The Board shall agree to make payroll deductions enabling employees to purchase U.S. Savings Bonds.
- B. Teachers may select salary deduction for credit union deposits. The IFA shall be responsible for any start-up arrangements.

ARTICLE XXIX – DUES DEDUCTION

- A. The Board agrees to deduct from the salary of all employees who are members of the Association covered by this Agreement dues of the Irvington Faculty Association, New York State United Teachers, N.E.A. and A.F.T., and Westchester County Teachers' Association for those who voluntarily and individually authorize the Board to deduct and to transmit these monies to the Irvington Faculty Association. Employee's authorization shall be in writing and in a manner consistent with the law.
- B. Deductions shall be made on twenty (20) payroll checks commencing September 30 at the latest, unless directed to be latter in writing by the Association. Funds thus collected shall be transmitted monthly to the Irvington Faculty Association.
- C. Deductions authorized by any employee shall continue as authorized until such employee notifies the Board in writing as to his/her desire to discontinue or to change authorization.
- D. The Irvington Faculty Association assumes full responsibility for the disposition of the funds so deducted once they are turned over.

ARTICLE XXX – AGENCY FEE

- A. An agency fee, pursuant to Section 208.3(b) of the Civil Service Law will be charged to members of the bargaining unit at such times as they are not members of the Association and not paying dues to the Association.
- B. Agency fee deductions shall be made in accordance with paragraphs B, C and D of Article XXIX above.

ARTICLE XXXI – PARENT-TEACHER CONFERENCES

The Board and teachers agree that parent-teacher conferences are an important part of the educational process. Conferences will continue to be scheduled during the regular school day according to past practice. Effective July 1, 1999 there will be at the Elementary Level (K-5), two additional evening parent-teacher conferences. One of the evening parent-teacher conferences will be scheduled in the Fall and the other in the Spring. Each evening parent-teacher conference shall not exceed three (3) hours in duration.

ARTICLE XXXII – STATUTORY PROVISION

Notice as provided by Section 204-a of the New York State Employees Fair Employment Act:

“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 ADDITIONALS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAD GIVEN APPROVAL.”

ARTICLE XXXIII – DISTRIBUTION OF CONTRACT

A copy of this contract, and any amendments thereto shall be distributed to all teachers and shall be filed with the Public Employment Relations Board, State Education Department and the Clerk of the School District within fifteen (15) days after their execution. The contract shall be open to public inspection at reasonable times, at the office of the District Clerk.

ARTICLE XXXIV – STAFF DEVELOPMENT COMMITTEE

The Staff Development committee shall elect its own chairperson.

ARTICLE XXXV – SCHOOL NURSES

The provisions of the collective bargaining agreement between the District and the Association applicable to all full time and part time nurses shall be limited to those articles and provisions set forth below:

ARTICLE I – RECOGNITION

ARTICLE II – NEGOTIATION PROCEDURES
 ARTICLE III – ASSOCIATION'S RIGHTS
 ARTICLE IV – SALARY – subsections (B) and D(1), (2), (3), (4)
 ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION
 ARTICLE VII – LEAVES
 ARTICLE XI – GRIEVANCE
 ARTICLE XII – NEW TEACHER ORIENTATION
 ARTICLE XIV – PERSONNEL FILES
 ARTICLE XVI – SCHOOL DAY
 ARTICLE XXI – SCHOOL CALENDAR
 ARTICLE XXII – PHYSICAL EXAMINATIONS
 ARTICLE XXIII – PROFESSIONAL ETHICS COMMITTEE
 ARTICLE XXV – TEACHER'S RIGHTS
 ARTICLE XXVI – PREVIOUS PRACTICE CLAUSE
 ARTICLE XXVII – TAX SHELTERED ANNUITIES
 ARTICLE XXVIII – U.S. SAVINGS BONDS AND CREDIT UNION
 ARTICLE XXIX – DUES DEDUCTION
 ARTICLE XXX – AGENCY FEE
 ARTICLE XXXII – STATUTORY PROVISION
 ARTICLE XXXIII – DISTRIBUTION OF CONTRACT
 ARTICLE XXXV – SCHOOL NURSES
 ARTICLE XXXVII- DURATION OF THE CONTRACT

**ARTICLE XXXVI – TEACHING ASSISTANTS, OCCUPATIONAL THERAPISTS, AND
OCCUPATIONAL THERAPIST ASSISTANTS**

The following provisions of the collective bargaining agreement between the District and the Association apply to all full time and part time teaching assistants, occupational therapists, and occupational therapist assistants:

ARTICLE I – RECOGNITION
 ARTICLE II – NEGOTIATION PROCEDURES
 ARTICLE III – ASSOCIATION'S RIGHTS
 ARTICLE IV – SALARY -- subsections (B) and (D)
 ARTICLE V – OTHER AREAS OF PROFESSIONAL COMPENSATION
 ARTICLE VI – EXTRA DUTIES
 ARTICLE VII – LEAVES
 ARTICLE IX – ADMINISTRATIVE TEACHER LIASON COMMITTEE
 ARTICLE X – FACULTY COUNCILS
 ARTICLE XI – GRIEVANCE PROCEDURE
 ARTICLE XII – NEW TEACHER ORIENTATION
 ARTICLE XIV – PERSONNEL FILES
 ARTICLE XVI – SCHOOL DAY
 ARTICLE XVIII(A) – JOB SECURITY
 ARTICLE XX – ADMINISTRATIVE POSITIONS
 ARTICLE XXI – SCHOOL CALENDAR
 ARTICLE XXIII – PROFESSIONAL ETHICS COMMITTEE
 ARTICLE XXV – TEACHER'S RIGHTS – subsections (A), (B), (C), (D), and (E)
 ARTICLE XXVI – PREVIOUS PRACTICE CLAUSE

ARTICLE XXVII – TAX SHELTERED ANNUITIES
ARTICLE XXVIII – U.S. SAVINGS BONDS AND CREDIT UNION
ARTICLE XXIX – DUES DEDUCTION
ARTICLE XXX – AGENCY FEE
ARTICLE XXXII – STATUTORY PROVISION
ARTICLE XXXIV – STAFF DEVELOPMENT COMMITTEE
ARTICLE XXXV – DISTRIBUTION OF CONTRACT
ARTICLE XXXVI – TEACHING ASSISTANT, OCCUPATIONAL THERAPISTS, AND
OCCUPATIONAL THERAPIST ASSISTANTS
ARTICLE XXXVII- DURATION OF CONTRACT

ARTICLE XXXVII – DURATION OF CONTRACT

The provisions of this Agreement shall be effective as of July 1, 2016 and shall remain in effect until June 30, 2022, except as otherwise provided in this Agreement. Agreements contained herein shall not be subject to negotiations during the length of this contract.

IN WITNESS WHEREOF, the parties have herewith set their hands and seals this 4
day of June, 2019

**BOARD OF EDUCATION
IRVINGTON UNION FREE SCHOOL
DISTRICT**

By: 
Superintendent of Schools

IRVINGTON FACULTY ASSOCIATION

By: 
President

SCHEDULE A		2016-17											
Step	BA	BA + 15	BA + 30	BA + 45, MA	BA+60,MA+15	BA+75,MA+30	BA+90,MA+45	MA + 60	PHD/EDD	NURSES	Occ.Ther	OTA	TEACH
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9				ASST.
1	53,841	56,724	59,608	62,498	65,375	68,276	71,150	74,037	75,537	46,277	59,608	46,277	30,153
2	55,762	58,944	62,171	65,541	69,430	71,477	74,364	77,250	78,750	47,892	62,171	47,891	31,323
3	57,699	61,148	64,741	68,586	71,477	74,680	77,564	80,459	81,959	49,505	64,741	49,506	32,105
4	59,613	63,361	67,314	71,631	74,517	77,878	80,768	83,654	85,154	51,122	67,314	51,123	32,908
4A	60,575	64,470	68,591	73,156	76,041	79,484	82,372	85,262	86,762	51,929	68,591	51,930	33,161
5	61,536	65,578	69,868	74,680	77,564	81,090	83,975	86,870	88,370	52,736	69,867	52,737	33,415
6	63,455	67,788	72,440	77,729	80,614	84,292	87,183	89,308	90,808	54,350	72,441	54,349	34,574
7	65,154	69,997	74,993	80,768	83,654	87,509	90,392	93,280	94,780	55,966	74,992	55,965	35,438
8	67,314	72,217	77,564	83,809	86,697	90,705	93,593	96,475	97,975	57,366	77,564	57,365	36,324
9	68,835	74,430	80,137	86,870	89,756	93,908	96,792	99,648	101,148	58,798	80,137	58,798	37,232
9A	69,993	75,534	81,414	88,385	91,272	95,511	98,396	101,269	102,769	59,534	81,414	59,533	37,698
10	71,150	76,637	82,691	89,900	92,787	97,114	99,999	102,890	104,390	60,269	82,691	60,269	38,163
11	73,074	78,856	85,250	92,947	95,833	100,327	103,204	106,087	107,587	61,989	85,250	61,989	39,117
12	74,993	81,056	87,819	95,999	98,884	103,526	107,823	109,297	110,797	68,210	87,820	62,215	40,095
13	76,929	83,279	90,392	99,043	101,924	106,736	109,618	112,500	114,000	69,907	90,391	63,260	41,097
14	78,854	85,473	92,947	102,092	104,967	109,930	112,823	115,703	117,203	71,605	92,947	63,786	42,124
15	80,768	87,694	95,512	105,132	108,015	113,140	116,030	118,816	120,316	73,301	95,512	64,313	43,178
16	82,784	89,887	97,906	107,758	110,713	115,968	118,929	121,789	123,289		97,906	64,840	
17	84,856	92,134	100,349	110,450	113,480	118,863	121,899	124,836	126,336		100,332	65,366	
18											101,377	65,893	
19											101,903	66,420	

SCHEDULE A-1**2016-17**Percent to be applied to BA Step 1 **\$53,841**

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,576	\$4,630	\$4,684	\$4,738	\$4,792	\$4,846	\$4,900	\$4,953	\$5,007
Group II	\$4,038	\$4,092	\$4,146	\$4,200	\$4,253	\$4,307	\$4,361	\$4,415	\$4,469
Group III	\$3,500	\$3,554	\$3,607	\$3,661	\$3,715	\$3,769	\$3,823	\$3,877	\$3,930
Group IV	\$3,230	\$3,284	\$3,338	\$3,392	\$3,446	\$3,500	\$3,554	\$3,607	\$3,661
Group V	\$2,692	\$2,746	\$2,800	\$2,854	\$2,907	\$2,961	\$3,015	\$3,069	\$3,123
Group VI	\$1,615	\$1,669	\$1,723	\$1,777	\$1,831	\$1,884	\$1,938	\$1,992	\$2,046
Group VII	\$1,346	\$1,400	\$1,454	\$1,508	\$1,561	\$1,615	\$1,669	\$1,723	\$1,777
Group VIII	\$808	\$861	\$915	\$969	\$1,023	\$1,077	\$1,131	\$1,185	\$1,238

SCHEDULE A-2

2016-17

			Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach		
\$53,841									
Step			% of BA Step 1	100%	70%	65%	60%	55%	
Group I			8	16.80%	\$9,045	\$6,332	\$5,879	\$5,427	\$4,975
Football		7	16.70%	\$8,991	\$6,294	\$5,844	\$5,395	\$4,945	
		6	16.60%	\$8,938	\$6,256	\$5,809	\$5,363	\$4,916	
		5	16.50%	\$8,884	\$6,219	\$5,774	\$5,330	\$4,886	
		4	16.40%	\$8,830	\$6,181	\$5,739	\$5,298	\$4,856	
		3	16.30%	\$8,776	\$6,143	\$5,704	\$5,266	\$4,827	
		2	16.20%	\$8,722	\$6,106	\$5,669	\$5,233	\$4,797	
		1	16.10%	\$8,668	\$6,068	\$5,634	\$5,201	\$4,768	
Group II			8	15.80%	\$8,507	\$5,955	\$5,529	\$5,104	\$4,679
Basketball		7	15.70%	\$8,453	\$5,917	\$5,494	\$5,072	\$4,649	
		6	15.60%	\$8,399	\$5,879	\$5,459	\$5,040	\$4,620	
		5	15.50%	\$8,345	\$5,842	\$5,424	\$5,007	\$4,590	
		4	15.40%	\$8,292	\$5,804	\$5,389	\$4,975	\$4,560	
		3	15.30%	\$8,238	\$5,766	\$5,354	\$4,943	\$4,531	
		2	15.20%	\$8,184	\$5,729	\$5,319	\$4,910	\$4,501	
		1	15.10%	\$8,130	\$5,691	\$5,284	\$4,878	\$4,471	
Group III			8	13.80%	\$7,430	\$5,201	\$4,830	\$4,458	\$4,087
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling		7	13.70%	\$7,376	\$5,163	\$4,795	\$4,426	\$4,057	
		6	13.60%	\$7,322	\$5,126	\$4,760	\$4,393	\$4,027	
		5	13.50%	\$7,269	\$5,088	\$4,725	\$4,361	\$3,998	
		4	13.40%	\$7,215	\$5,050	\$4,690	\$4,329	\$3,968	
		3	13.30%	\$7,161	\$5,013	\$4,655	\$4,297	\$3,938	
		2	13.20%	\$7,107	\$4,975	\$4,620	\$4,264	\$3,909	
		1	13.10%	\$7,053	\$4,937	\$4,585	\$4,232	\$3,879	
Group IV			8	10.80%	\$5,815	\$4,070	\$3,780	\$3,489	\$3,198
Cross Country Tennis Volleyball Winter Track Fencing		7	10.70%	\$5,761	\$4,033	\$3,745	\$3,457	\$3,169	
		6	10.60%	\$5,707	\$3,995	\$3,710	\$3,424	\$3,139	
		5	10.50%	\$5,653	\$3,957	\$3,675	\$3,392	\$3,109	
		4	10.40%	\$5,599	\$3,920	\$3,640	\$3,360	\$3,080	
		3	10.30%	\$5,546	\$3,882	\$3,605	\$3,327	\$3,050	
		2	10.20%	\$5,492	\$3,844	\$3,570	\$3,295	\$3,020	
		1	10.10%	\$5,438	\$3,807	\$3,535	\$3,263	\$2,991	
Group V			8	8.80%	\$4,738	\$3,317	\$3,080	\$2,843	\$2,606
Golf Cheerleading Intramurals Bowling		7	8.70%	\$4,684	\$3,279	\$3,045	\$2,811	\$2,576	
		6	8.60%	\$4,630	\$3,241	\$3,010	\$2,778	\$2,547	
		5	8.50%	\$4,576	\$3,204	\$2,975	\$2,746	\$2,517	
		4	8.40%	\$4,523	\$3,166	\$2,940	\$2,714	\$2,487	
		3	8.30%	\$4,469	\$3,128	\$2,905	\$2,681	\$2,458	
		2	8.20%	\$4,415	\$3,090	\$2,870	\$2,649	\$2,428	
		1	8.10%	\$4,361	\$3,053	\$2,835	\$2,617	\$2,399	

SCHEDULE B 2017-18

Step	BA		BA + 15		BA + 30		BA + 45, MA		BA+60, MA+15		BA+75, MA+30		BA+90, MA+45		MA + 60		PHD/EDD		NURSES		Occ-Ther		OTA		TEACH		
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9	COLUMN 7	COLUMN 8	COLUMN 9
1	53,841	56,724	59,608	62,498	65,375	68,276	71,150	74,037	75,537	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608	46,277	59,608
2	55,762	58,944	62,171	65,541	69,430	71,477	74,364	77,250	78,750	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171	47,892	62,171
3	57,699	61,148	64,741	68,586	71,477	74,680	77,564	80,459	81,959	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741	49,505	64,741
4	59,613	63,361	67,314	71,631	74,517	77,878	80,768	83,654	85,154	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314	51,122	67,314
4A	60,575	64,470	68,591	73,156	76,041	79,484	82,372	85,262	86,762	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591	51,929	68,591
5	61,536	65,578	69,868	74,680	77,564	81,090	83,975	86,870	88,370	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867	52,736	69,867
6	63,455	67,788	72,440	77,729	80,614	84,292	87,183	89,308	90,808	54,350	72,441	54,349	72,441	54,349	72,441	54,349	72,441	54,349	72,441	54,349	72,441	54,349	72,441	54,349	72,441	54,349	72,441
7	65,154	69,997	74,993	80,768	83,654	87,509	90,392	93,280	94,780	55,966	74,992	55,965	74,992	55,965	74,992	55,965	74,992	55,965	74,992	55,965	74,992	55,965	74,992	55,965	74,992	55,965	74,992
8	67,314	72,217	77,564	83,809	86,697	90,705	93,593	96,475	97,975	57,366	77,564	57,365	77,564	57,365	77,564	57,365	77,564	57,365	77,564	57,365	77,564	57,365	77,564	57,365	77,564	57,365	77,564
9	68,835	74,430	80,137	86,870	89,756	93,908	96,792	99,648	101,148	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137	58,798	80,137
9A	69,993	75,534	81,414	88,385	91,272	95,511	98,396	101,269	102,769	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414	59,534	81,414
10	71,150	76,637	82,691	89,900	92,787	97,114	99,999	102,890	104,390	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691	60,269	82,691
11	73,074	78,856	85,250	92,947	95,833	100,327	103,204	106,087	107,587	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250	61,989	85,250
12	74,993	81,056	87,819	95,999	98,884	103,526	107,823	109,297	110,797	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820	68,210	87,820
13	76,929	83,279	90,392	99,043	101,924	106,736	109,618	112,500	114,000	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391	69,907	90,391
14	78,854	85,473	92,947	102,092	104,967	109,930	112,823	115,703	117,203	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947	71,605	92,947
15	80,768	87,694	95,512	105,132	108,015	113,140	116,030	118,816	120,316	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512	73,301	95,512
16	82,784	89,887	97,906	107,758	110,713	115,968	118,929	121,789	123,289	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906	77,906	97,906
17	84,856	92,134	100,349	110,450	113,480	118,863	121,899	124,836	126,336	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332	100,332
18										101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377	101,377
19										101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903	101,903

SCHEDULE B-1**2017-18**Percent to be applied to BA Step 1 **\$53,841**

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,576	\$4,630	\$4,684	\$4,738	\$4,792	\$4,846	\$4,900	\$4,953	\$5,007
Group II	\$4,038	\$4,092	\$4,146	\$4,200	\$4,253	\$4,307	\$4,361	\$4,415	\$4,469
Group III	\$3,500	\$3,554	\$3,607	\$3,661	\$3,715	\$3,769	\$3,823	\$3,877	\$3,930
Group IV	\$3,230	\$3,284	\$3,338	\$3,392	\$3,446	\$3,500	\$3,554	\$3,607	\$3,661
Group V	\$2,692	\$2,746	\$2,800	\$2,854	\$2,907	\$2,961	\$3,015	\$3,069	\$3,123
Group VI	\$1,615	\$1,669	\$1,723	\$1,777	\$1,831	\$1,884	\$1,938	\$1,992	\$2,046
Group VII	\$1,346	\$1,400	\$1,454	\$1,508	\$1,561	\$1,615	\$1,669	\$1,723	\$1,777
Group VIII	\$808	\$861	\$915	\$969	\$1,023	\$1,077	\$1,131	\$1,185	\$1,238

SCHEDULE B-2

2017-18

		\$53,841	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,045	\$6,332	\$5,879	\$5,427	\$4,975
	7	16.70%	\$8,991	\$6,294	\$5,844	\$5,395	\$4,945
	6	16.60%	\$8,938	\$6,256	\$5,809	\$5,363	\$4,916
	5	16.50%	\$8,884	\$6,219	\$5,774	\$5,330	\$4,886
	4	16.40%	\$8,830	\$6,181	\$5,739	\$5,298	\$4,856
	3	16.30%	\$8,776	\$6,143	\$5,704	\$5,266	\$4,827
	2	16.20%	\$8,722	\$6,106	\$5,669	\$5,233	\$4,797
	1	16.10%	\$8,668	\$6,068	\$5,634	\$5,201	\$4,768
Group II							
Basketball	8	15.80%	\$8,507	\$5,955	\$5,529	\$5,104	\$4,679
	7	15.70%	\$8,453	\$5,917	\$5,494	\$5,072	\$4,649
	6	15.60%	\$8,399	\$5,879	\$5,459	\$5,040	\$4,620
	5	15.50%	\$8,345	\$5,842	\$5,424	\$5,007	\$4,590
	4	15.40%	\$8,292	\$5,804	\$5,389	\$4,975	\$4,560
	3	15.30%	\$8,238	\$5,766	\$5,354	\$4,943	\$4,531
	2	15.20%	\$8,184	\$5,729	\$5,319	\$4,910	\$4,501
	1	15.10%	\$8,130	\$5,691	\$5,284	\$4,878	\$4,471
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,430	\$5,201	\$4,830	\$4,458	\$4,087
	7	13.70%	\$7,376	\$5,163	\$4,795	\$4,426	\$4,057
	6	13.60%	\$7,322	\$5,126	\$4,760	\$4,393	\$4,027
	5	13.50%	\$7,269	\$5,088	\$4,725	\$4,361	\$3,998
	4	13.40%	\$7,215	\$5,050	\$4,690	\$4,329	\$3,968
	3	13.30%	\$7,161	\$5,013	\$4,655	\$4,297	\$3,938
	2	13.20%	\$7,107	\$4,975	\$4,620	\$4,264	\$3,909
	1	13.10%	\$7,053	\$4,937	\$4,585	\$4,232	\$3,879
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$5,815	\$4,070	\$3,780	\$3,489	\$3,198
	7	10.70%	\$5,761	\$4,033	\$3,745	\$3,457	\$3,169
	6	10.60%	\$5,707	\$3,995	\$3,710	\$3,424	\$3,139
	5	10.50%	\$5,653	\$3,957	\$3,675	\$3,392	\$3,109
	4	10.40%	\$5,599	\$3,920	\$3,640	\$3,360	\$3,080
	3	10.30%	\$5,546	\$3,882	\$3,605	\$3,327	\$3,050
	2	10.20%	\$5,492	\$3,844	\$3,570	\$3,295	\$3,020
	1	10.10%	\$5,438	\$3,807	\$3,535	\$3,263	\$2,991
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$4,738	\$3,317	\$3,080	\$2,843	\$2,606
	7	8.70%	\$4,684	\$3,279	\$3,045	\$2,811	\$2,576
	6	8.60%	\$4,630	\$3,241	\$3,010	\$2,778	\$2,547
	5	8.50%	\$4,576	\$3,204	\$2,975	\$2,746	\$2,517
	4	8.40%	\$4,523	\$3,166	\$2,940	\$2,714	\$2,487
	3	8.30%	\$4,469	\$3,128	\$2,905	\$2,681	\$2,458
	2	8.20%	\$4,415	\$3,090	\$2,870	\$2,649	\$2,428
	1	8.10%	\$4,361	\$3,053	\$2,835	\$2,617	\$2,399

SCHEDULE C-1

2018-19

Percent to be applied to BA Step 1* \$53,841

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,576	\$4,630	\$4,684	\$4,738	\$4,792	\$4,846	\$4,900	\$4,953	\$5,007
Group II	\$4,038	\$4,092	\$4,146	\$4,200	\$4,253	\$4,307	\$4,361	\$4,415	\$4,469
Group III	\$3,500	\$3,554	\$3,607	\$3,661	\$3,715	\$3,769	\$3,823	\$3,877	\$3,930
Group IV	\$3,230	\$3,284	\$3,338	\$3,392	\$3,446	\$3,500	\$3,554	\$3,607	\$3,661
Group V	\$2,692	\$2,746	\$2,800	\$2,854	\$2,907	\$2,961	\$3,015	\$3,069	\$3,123
Group VI	\$1,615	\$1,669	\$1,723	\$1,777	\$1,831	\$1,884	\$1,938	\$1,992	\$2,046
Group VII	\$1,346	\$1,400	\$1,454	\$1,508	\$1,561	\$1,615	\$1,669	\$1,723	\$1,777
Group VIII	\$808	\$861	\$915	\$969	\$1,023	\$1,077	\$1,131	\$1,185	\$1,238

* Held Harmless to 2017-18 rate

SCHEDULE C-2

2018-19

			Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
			\$53,841				
	Step	% of BA Step 1 *	100%	70%	65%	60%	55%
Group I	8	16.80%	\$9,045	\$6,332	\$5,879	\$5,427	\$4,975
Football	7	16.70%	\$8,991	\$6,294	\$5,844	\$5,395	\$4,945
	6	16.60%	\$8,938	\$6,256	\$5,809	\$5,363	\$4,916
	5	16.50%	\$8,884	\$6,219	\$5,774	\$5,330	\$4,886
	4	16.40%	\$8,830	\$6,181	\$5,739	\$5,298	\$4,856
	3	16.30%	\$8,776	\$6,143	\$5,704	\$5,266	\$4,827
	2	16.20%	\$8,722	\$6,106	\$5,669	\$5,233	\$4,797
	1	16.10%	\$8,668	\$6,068	\$5,634	\$5,201	\$4,768
Group II	8	15.80%	\$8,507	\$5,955	\$5,529	\$5,104	\$4,679
Basketball	7	15.70%	\$8,453	\$5,917	\$5,494	\$5,072	\$4,649
	6	15.60%	\$8,399	\$5,879	\$5,459	\$5,040	\$4,620
	5	15.50%	\$8,345	\$5,842	\$5,424	\$5,007	\$4,590
	4	15.40%	\$8,292	\$5,804	\$5,389	\$4,975	\$4,560
	3	15.30%	\$8,238	\$5,766	\$5,354	\$4,943	\$4,531
	2	15.20%	\$8,184	\$5,729	\$5,319	\$4,910	\$4,501
	1	15.10%	\$8,130	\$5,691	\$5,284	\$4,878	\$4,471
Group III	8	13.80%	\$7,430	\$5,201	\$4,830	\$4,458	\$4,087
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	7	13.70%	\$7,376	\$5,163	\$4,795	\$4,426	\$4,057
	6	13.60%	\$7,322	\$5,126	\$4,760	\$4,393	\$4,027
	5	13.50%	\$7,269	\$5,088	\$4,725	\$4,361	\$3,998
	4	13.40%	\$7,215	\$5,050	\$4,690	\$4,329	\$3,968
	3	13.30%	\$7,161	\$5,013	\$4,655	\$4,297	\$3,938
	2	13.20%	\$7,107	\$4,975	\$4,620	\$4,264	\$3,909
	1	13.10%	\$7,053	\$4,937	\$4,585	\$4,232	\$3,879
Group IV	8	10.80%	\$5,815	\$4,070	\$3,780	\$3,489	\$3,198
Cross Country Tennis Volleyball Winter Track Fencing	7	10.70%	\$5,761	\$4,033	\$3,745	\$3,457	\$3,169
	6	10.60%	\$5,707	\$3,995	\$3,710	\$3,424	\$3,139
	5	10.50%	\$5,653	\$3,957	\$3,675	\$3,392	\$3,109
	4	10.40%	\$5,599	\$3,920	\$3,640	\$3,360	\$3,080
	3	10.30%	\$5,546	\$3,882	\$3,605	\$3,327	\$3,050
	2	10.20%	\$5,492	\$3,844	\$3,570	\$3,295	\$3,020
	1	10.10%	\$5,438	\$3,807	\$3,535	\$3,263	\$2,991
Group V	8	8.80%	\$4,738	\$3,317	\$3,080	\$2,843	\$2,606
Golf Cheerleading Intramurals Bowling	7	8.70%	\$4,684	\$3,279	\$3,045	\$2,811	\$2,576
	6	8.60%	\$4,630	\$3,241	\$3,010	\$2,778	\$2,547
	5	8.50%	\$4,576	\$3,204	\$2,975	\$2,746	\$2,517
	4	8.40%	\$4,523	\$3,166	\$2,940	\$2,714	\$2,487
	3	8.30%	\$4,469	\$3,128	\$2,905	\$2,681	\$2,458
	2	8.20%	\$4,415	\$3,090	\$2,870	\$2,649	\$2,428
	1	8.10%	\$4,361	\$3,053	\$2,835	\$2,617	\$2,399

* Held Harmless to 2017-18 rate

SCHEDULE D				2019-20				1.0%																			
Step	BA		BA + 15	BA + 30	BA + 45, MA	BA+60, MA+15	BA+75, MA+30	BA+90, MA+45	MA + 60	PHD/EDD	NURSES	Occ. Ther	OTA	TEACH	Step												
	COLUMN 1	COLUMN 2														COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9	ASST.				
1	54,336	58,996		64,256	70,724	72,664	76,112	78,056	79,936	80,897	46,740	60,204	46,740	30,455	1												
2	56,560	62,507		66,982	72,153	74,720	78,164	80,730	83,773	84,576	48,371	62,793	48,370	31,636	2												
3	57,550	63,601		68,154	73,488	76,102	79,610	82,183	85,239	86,056	50,000	65,388	50,001	32,426	3												
4	58,557	64,714		69,347	74,848	77,510	81,083	83,663	86,731	87,562	51,633	67,987	51,634	33,237	4												
5	59,582	65,846		70,561	76,232	78,944	82,583	85,169	88,249	89,095	52,448	69,277	52,449	33,493	5												
6	60,624	66,999		71,795	77,643	80,404	84,111	86,702	89,793	90,654	53,263	70,566	53,264	33,749	6												
7	61,685	68,171		73,052	79,079	81,892	85,667	88,262	91,365	92,240	54,894	73,165	54,892	34,920	7												
8	62,765	69,364		74,330	80,542	83,407	87,251	89,851	92,964	93,855	56,526	75,742	56,525	35,792	8												
9	63,863	70,578		75,631	82,032	84,950	88,866	91,468	94,590	95,497	57,940	78,340	57,939	36,687	9												
10	64,981	71,813		76,955	83,550	86,521	90,510	93,115	96,246	97,168	59,386	80,938	59,386	37,604	10												
11	66,118	73,070		78,301	85,095	88,122	92,184	94,791	97,930	98,869	60,129	82,228	60,128	38,075	11												
12	67,275	74,348		79,672	86,670	89,752	93,889	96,497	99,644	100,599	60,872	83,518	60,872	38,545	12												
13	68,452	75,650		81,066	88,273	91,413	95,626	98,234	101,388	102,359	62,609	86,103	62,609	39,508	13												
14	69,650	76,973		82,485	89,906	93,104	97,395	100,002	103,162	104,151	68,892	88,698	62,837	40,496	14												
15	70,869	78,320		83,928	91,569	94,826	99,197	101,802	104,967	105,973	70,606	91,295	63,893	41,508	15												
16	72,109	79,691		85,397	93,263	96,581	101,032	103,635	106,804	107,828	72,321	93,876	64,424	42,545	16												
17	73,371	81,086		86,891	94,989	98,367	102,902	105,500	108,673	109,715	74,034	96,467	64,956	43,610	17												
18	74,655	82,505		88,412	96,746	100,187	104,805	107,399	110,575	111,635	98,885	65,488			18												
19	75,962	83,948		89,959	98,536	102,041	106,744	109,332	112,510	113,588	101,335	66,020			19												
20	77,291	85,418		91,533	100,359	103,928	108,719	111,300	114,479	115,576	102,391	66,552			20												
21	78,644	86,912		93,135	102,215	105,851	110,730	113,304	116,482	117,599	102,922	67,084			21												
22	80,020	88,433		94,765	104,106	107,809	112,779	115,343	118,521	119,657					22												
23	81,420	89,981		96,423	106,032	109,804	114,865	117,419	120,595	121,751					23												
24	82,845	91,556		98,111	107,994	111,835	116,990	119,533	122,705	123,881					24												
25	84,295	93,158		99,828	109,992	113,904	119,154	121,685	124,853	126,049					25												
26	85,770	94,788		101,575	112,027	116,011	121,359	123,875	127,038	128,255					26												
27	86,528	95,546		102,332	112,784	116,769	122,116	124,632	127,795	129,013					27												

SCHEDULE D-1**2019-20**Percent to be applied to BA Step 1 **\$54,336**

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,619	\$4,673	\$4,727	\$4,782	\$4,836	\$4,890	\$4,945	\$4,999	\$5,053
Group II	\$4,075	\$4,130	\$4,184	\$4,238	\$4,293	\$4,347	\$4,401	\$4,456	\$4,510
Group III	\$3,532	\$3,586	\$3,641	\$3,695	\$3,749	\$3,804	\$3,858	\$3,912	\$3,967
Group IV	\$3,260	\$3,314	\$3,369	\$3,423	\$3,478	\$3,532	\$3,586	\$3,641	\$3,695
Group V	\$2,717	\$2,771	\$2,825	\$2,880	\$2,934	\$2,988	\$3,043	\$3,097	\$3,151
Group VI	\$1,630	\$1,684	\$1,739	\$1,793	\$1,847	\$1,902	\$1,956	\$2,010	\$2,065
Group VII	\$1,358	\$1,413	\$1,467	\$1,521	\$1,576	\$1,630	\$1,684	\$1,739	\$1,793
Group VIII	\$815	\$869	\$924	\$978	\$1,032	\$1,087	\$1,141	\$1,195	\$1,250

SCHEDULE D-2

2019-20

		\$54,336	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	100%	70%	65%	60%	55%	
Group I							
Football	8	16.80%	\$9,128	\$6,390	\$5,933	\$5,477	\$5,021
	7	16.70%	\$9,074	\$6,352	\$5,898	\$5,444	\$4,991
	6	16.60%	\$9,020	\$6,314	\$5,863	\$5,412	\$4,961
	5	16.50%	\$8,965	\$6,276	\$5,828	\$5,379	\$4,931
	4	16.40%	\$8,911	\$6,238	\$5,792	\$5,347	\$4,901
	3	16.30%	\$8,857	\$6,200	\$5,757	\$5,314	\$4,871
	2	16.20%	\$8,802	\$6,162	\$5,722	\$5,281	\$4,841
	1	16.10%	\$8,748	\$6,124	\$5,686	\$5,249	\$4,811
Group II							
Basketball	8	15.80%	\$8,585	\$6,010	\$5,580	\$5,151	\$4,722
	7	15.70%	\$8,531	\$5,972	\$5,545	\$5,118	\$4,692
	6	15.60%	\$8,476	\$5,933	\$5,510	\$5,086	\$4,662
	5	15.50%	\$8,422	\$5,895	\$5,474	\$5,053	\$4,632
	4	15.40%	\$8,368	\$5,857	\$5,439	\$5,021	\$4,602
	3	15.30%	\$8,313	\$5,819	\$5,404	\$4,988	\$4,572
	2	15.20%	\$8,259	\$5,781	\$5,368	\$4,955	\$4,542
	1	15.10%	\$8,205	\$5,743	\$5,333	\$4,923	\$4,513
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,498	\$5,249	\$4,874	\$4,499	\$4,124
	7	13.70%	\$7,444	\$5,211	\$4,839	\$4,466	\$4,094
	6	13.60%	\$7,390	\$5,173	\$4,803	\$4,434	\$4,064
	5	13.50%	\$7,335	\$5,135	\$4,768	\$4,401	\$4,034
	4	13.40%	\$7,281	\$5,097	\$4,733	\$4,369	\$4,005
	3	13.30%	\$7,227	\$5,059	\$4,697	\$4,336	\$3,975
	2	13.20%	\$7,172	\$5,021	\$4,662	\$4,303	\$3,945
	1	13.10%	\$7,118	\$4,983	\$4,627	\$4,271	\$3,915
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$5,868	\$4,108	\$3,814	\$3,521	\$3,228
	7	10.70%	\$5,814	\$4,070	\$3,779	\$3,488	\$3,198
	6	10.60%	\$5,760	\$4,032	\$3,744	\$3,456	\$3,168
	5	10.50%	\$5,705	\$3,994	\$3,708	\$3,423	\$3,138
	4	10.40%	\$5,651	\$3,956	\$3,673	\$3,391	\$3,108
	3	10.30%	\$5,597	\$3,918	\$3,638	\$3,358	\$3,078
	2	10.20%	\$5,542	\$3,880	\$3,602	\$3,325	\$3,048
	1	10.10%	\$5,488	\$3,842	\$3,567	\$3,293	\$3,018
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$4,782	\$3,347	\$3,108	\$2,869	\$2,630
	7	8.70%	\$4,727	\$3,309	\$3,073	\$2,836	\$2,600
	6	8.60%	\$4,673	\$3,271	\$3,037	\$2,804	\$2,570
	5	8.50%	\$4,619	\$3,233	\$3,002	\$2,771	\$2,540
	4	8.40%	\$4,564	\$3,195	\$2,967	\$2,739	\$2,510
	3	8.30%	\$4,510	\$3,157	\$2,931	\$2,706	\$2,480
	2	8.20%	\$4,456	\$3,119	\$2,896	\$2,673	\$2,451
	1	8.10%	\$4,401	\$3,081	\$2,861	\$2,641	\$2,421

[illegible]

SCHEDULE E-1**2020-21**Percent to be applied to BA Step 1 **\$54,743**

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,653	\$4,708	\$4,763	\$4,817	\$4,872	\$4,927	\$4,982	\$5,036	\$5,091
Group II	\$4,106	\$4,161	\$4,215	\$4,270	\$4,325	\$4,379	\$4,434	\$4,489	\$4,544
Group III	\$3,558	\$3,613	\$3,668	\$3,723	\$3,777	\$3,832	\$3,887	\$3,942	\$3,996
Group IV	\$3,285	\$3,339	\$3,394	\$3,449	\$3,504	\$3,558	\$3,613	\$3,668	\$3,723
Group V	\$2,737	\$2,792	\$2,847	\$2,901	\$2,956	\$3,011	\$3,066	\$3,120	\$3,175
Group VI	\$1,642	\$1,697	\$1,752	\$1,807	\$1,861	\$1,916	\$1,971	\$2,026	\$2,080
Group VII	\$1,369	\$1,423	\$1,478	\$1,533	\$1,588	\$1,642	\$1,697	\$1,752	\$1,807
Group VIII	\$821	\$876	\$931	\$985	\$1,040	\$1,095	\$1,150	\$1,204	\$1,259

SCHEDULE E-2

2020-21

			Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step	% of BA Step 1	\$54,743	100%	70%	65%	60%	55%
Group I							
Football	8	16.80%	\$9,197	\$6,438	\$5,978	\$5,518	\$5,058
	7	16.70%	\$9,142	\$6,400	\$5,942	\$5,485	\$5,028
	6	16.60%	\$9,087	\$6,361	\$5,907	\$5,452	\$4,998
	5	16.50%	\$9,033	\$6,323	\$5,871	\$5,420	\$4,968
	4	16.40%	\$8,978	\$6,285	\$5,836	\$5,387	\$4,938
	3	16.30%	\$8,923	\$6,246	\$5,800	\$5,354	\$4,908
	2	16.20%	\$8,868	\$6,208	\$5,764	\$5,321	\$4,878
	1	16.10%	\$8,814	\$6,170	\$5,729	\$5,288	\$4,848
Group II							
Basketball	8	15.80%	\$8,649	\$6,055	\$5,622	\$5,190	\$4,757
	7	15.70%	\$8,595	\$6,016	\$5,587	\$5,157	\$4,727
	6	15.60%	\$8,540	\$5,978	\$5,551	\$5,124	\$4,697
	5	15.50%	\$8,485	\$5,940	\$5,515	\$5,091	\$4,667
	4	15.40%	\$8,430	\$5,901	\$5,480	\$5,058	\$4,637
	3	15.30%	\$8,376	\$5,863	\$5,444	\$5,025	\$4,607
	2	15.20%	\$8,321	\$5,825	\$5,409	\$4,993	\$4,577
	1	15.10%	\$8,266	\$5,786	\$5,373	\$4,960	\$4,546
Group III							
Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,555	\$5,288	\$4,910	\$4,533	\$4,155
	7	13.70%	\$7,500	\$5,250	\$4,875	\$4,500	\$4,125
	6	13.60%	\$7,445	\$5,212	\$4,839	\$4,467	\$4,095
	5	13.50%	\$7,390	\$5,173	\$4,804	\$4,434	\$4,065
	4	13.40%	\$7,336	\$5,135	\$4,768	\$4,401	\$4,035
	3	13.30%	\$7,281	\$5,097	\$4,733	\$4,369	\$4,004
	2	13.20%	\$7,226	\$5,058	\$4,697	\$4,336	\$3,974
	1	13.10%	\$7,171	\$5,020	\$4,661	\$4,303	\$3,944
Group IV							
Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$5,912	\$4,139	\$3,843	\$3,547	\$3,252
	7	10.70%	\$5,858	\$4,100	\$3,807	\$3,515	\$3,222
	6	10.60%	\$5,803	\$4,062	\$3,772	\$3,482	\$3,192
	5	10.50%	\$5,748	\$4,024	\$3,736	\$3,449	\$3,161
	4	10.40%	\$5,693	\$3,985	\$3,701	\$3,416	\$3,131
	3	10.30%	\$5,639	\$3,947	\$3,665	\$3,383	\$3,101
	2	10.20%	\$5,584	\$3,909	\$3,629	\$3,350	\$3,071
	1	10.10%	\$5,529	\$3,870	\$3,594	\$3,317	\$3,041
Group V							
Golf Cheerleading Intramurals Bowling	8	8.80%	\$4,817	\$3,372	\$3,131	\$2,890	\$2,650
	7	8.70%	\$4,763	\$3,334	\$3,096	\$2,858	\$2,619
	6	8.60%	\$4,708	\$3,296	\$3,060	\$2,825	\$2,589
	5	8.50%	\$4,653	\$3,257	\$3,025	\$2,792	\$2,559
	4	8.40%	\$4,598	\$3,219	\$2,989	\$2,759	\$2,529
	3	8.30%	\$4,544	\$3,181	\$2,953	\$2,726	\$2,499
	2	8.20%	\$4,489	\$3,142	\$2,918	\$2,693	\$2,469
	1	8.10%	\$4,434	\$3,104	\$2,882	\$2,661	\$2,439

SCHEDULE F										2021-22		0.75%															
Step	BA		BA + 15		BA + 30		BA + 45, MA		BA+60, MA+15		BA+75, MA+30		BA+90, MA+45		MA + 60		PHD/EDD		NURSES		Occ Ther		OTA		TEACH		
	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5	COLUMN 6	COLUMN 7	COLUMN 8	COLUMN 9																		
1	55,154	59,884	65,224	71,789	73,759	77,258	79,231	81,140	82,115	47,443	61,111	47,443	30,913														
2	57,412	63,448	67,991	73,240	75,845	79,341	81,946	85,035	85,950	49,099	63,738	49,098	32,113	2													
3	58,416	64,558	69,181	74,595	77,248	80,809	83,421	86,523	87,352	50,753	66,373	50,754	32,914	3													
4	59,439	65,688	70,391	75,975	78,677	82,304	84,922	88,037	88,881	52,411	69,011	52,412	33,738	4													
5	60,479	66,838	71,623	77,380	80,133	83,826	86,451	89,578	90,436	53,238	70,320	53,239	33,997	5													
6	61,537	68,007	72,876	78,812	81,615	85,377	88,007	91,145	92,019	54,065	71,628	54,066	34,257	6													
7	62,614	69,197	74,152	80,270	83,125	86,956	89,591	92,740	93,629	55,720	74,267	55,719	35,446	7													
8	63,710	70,408	75,449	81,755	84,663	88,565	91,204	94,363	95,268	57,377	76,882	57,376	36,331	8													
9	64,825	71,641	76,770	83,267	86,229	90,204	92,846	96,015	96,935	58,812	79,519	58,811	37,240	9													
10	65,959	72,894	78,113	84,808	87,824	91,872	94,517	97,695	98,631	60,280	82,157	60,280	38,171	10													
11	67,113	74,170	79,480	86,377	89,449	93,572	96,218	99,405	100,357	61,035	83,466	61,034	38,648	11													
12	68,288	75,468	80,871	87,975	91,104	95,303	97,950	101,144	102,114	61,788	84,775	61,788	39,125	12													
13	69,483	76,789	82,286	89,602	92,789	97,066	99,713	102,914	103,901	63,552	87,399	63,552	40,103	13													
14	70,699	78,132	83,726	91,260	94,506	98,862	101,508	104,715	105,719	69,929	90,034	63,783	41,106	14													
15	71,936	79,500	85,192	92,948	96,254	100,691	103,335	106,548	107,569	71,669	92,669	64,855	42,133	15													
16	73,195	80,891	86,682	94,668	98,035	102,554	105,195	108,412	109,451	73,410	95,290	65,394	43,186	16													
17	74,476	82,307	88,199	96,419	99,848	104,451	107,089	110,309	111,367	75,149	97,920	65,934	44,266	17													
18	75,779	83,747	89,743	98,203	101,696	106,383	109,016	112,240	113,316		100,374	66,474		18													
19	77,105	85,212	91,313	100,019	103,577	108,351	110,979	114,204	115,299		102,861	67,014		19													
20	78,455	86,704	92,911	101,870	105,493	110,356	112,976	116,203	117,316		103,932	67,554		20													
21	79,828	88,221	94,537	103,754	107,445	112,397	115,010	118,236	119,369		104,472	68,094		21													
22	81,225	89,765	96,192	105,674	109,433	114,477	117,080	120,305	121,458					22													
23	82,646	91,336	97,875	107,629	111,457	116,594	119,187	122,411	123,584					23													
24	84,092	92,934	99,588	109,620	113,519	118,751	121,333	124,553	125,747					24													
25	85,564	94,560	101,331	111,648	115,619	120,948	123,517	126,733	127,947					25													
26	87,061	96,215	103,104	113,713	117,758	123,186	125,740	128,950	130,186					26													
27	87,830	96,984	103,873	114,482	118,527	123,955	126,509	129,719	130,955					27													

SCHEDULE F-1**2021-22****Percent to be applied to BA Step 1** **\$55,154**

Step	0	1	2	3	4	5	6	7	8
Group I	8.50%	8.60%	8.70%	8.80%	8.90%	9.00%	9.10%	9.20%	9.30%
Group II	7.50%	7.60%	7.70%	7.80%	7.90%	8.00%	8.10%	8.20%	8.30%
Group III	6.50%	6.60%	6.70%	6.80%	6.90%	7.00%	7.10%	7.20%	7.30%
Group IV	6.00%	6.10%	6.20%	6.30%	6.40%	6.50%	6.60%	6.70%	6.80%
Group V	5.00%	5.10%	5.20%	5.30%	5.40%	5.50%	5.60%	5.70%	5.80%
Group VI	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%	3.60%	3.70%	3.80%
Group VII	2.50%	2.60%	2.70%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%
Group VIII	1.50%	1.60%	1.70%	1.80%	1.90%	2.00%	2.10%	2.20%	2.30%

Stipends

Step	0	1	2	3	4	5	6	7	8
Group I	\$4,688	\$4,743	\$4,798	\$4,854	\$4,909	\$4,964	\$5,019	\$5,074	\$5,129
Group II	\$4,137	\$4,192	\$4,247	\$4,302	\$4,357	\$4,412	\$4,467	\$4,523	\$4,578
Group III	\$3,585	\$3,640	\$3,695	\$3,750	\$3,806	\$3,861	\$3,916	\$3,971	\$4,026
Group IV	\$3,309	\$3,364	\$3,420	\$3,475	\$3,530	\$3,585	\$3,640	\$3,695	\$3,750
Group V	\$2,758	\$2,813	\$2,868	\$2,923	\$2,978	\$3,033	\$3,089	\$3,144	\$3,199
Group VI	\$1,655	\$1,710	\$1,765	\$1,820	\$1,875	\$1,930	\$1,986	\$2,041	\$2,096
Group VII	\$1,379	\$1,434	\$1,489	\$1,544	\$1,599	\$1,655	\$1,710	\$1,765	\$1,820
Group VIII	\$827	\$882	\$938	\$993	\$1,048	\$1,103	\$1,158	\$1,213	\$1,269

SCHEDULE F-2

2021-22

		\$55,154	Varsity Head Coach	JV Head Coach	Varsity Assistant Coach	Modified Coach	Modified Assistant Coach
Step		% of BA Step 1	100%	70%	65%	60%	55%
Group I Football	8	16.80%	\$9,266	\$6,486	\$6,023	\$5,560	\$5,096
	7	16.70%	\$9,211	\$6,448	\$5,987	\$5,526	\$5,066
	6	16.60%	\$9,156	\$6,409	\$5,951	\$5,493	\$5,036
	5	16.50%	\$9,100	\$6,370	\$5,915	\$5,460	\$5,005
	4	16.40%	\$9,045	\$6,332	\$5,879	\$5,427	\$4,975
	3	16.30%	\$8,990	\$6,293	\$5,844	\$5,394	\$4,945
	2	16.20%	\$8,935	\$6,254	\$5,808	\$5,361	\$4,914
	1	16.10%	\$8,880	\$6,216	\$5,772	\$5,328	\$4,884
Group II Basketball	8	15.80%	\$8,714	\$6,100	\$5,664	\$5,229	\$4,793
	7	15.70%	\$8,659	\$6,061	\$5,628	\$5,196	\$4,763
	6	15.60%	\$8,604	\$6,023	\$5,593	\$5,162	\$4,732
	5	15.50%	\$8,549	\$5,984	\$5,557	\$5,129	\$4,702
	4	15.40%	\$8,494	\$5,946	\$5,521	\$5,096	\$4,672
	3	15.30%	\$8,439	\$5,907	\$5,485	\$5,063	\$4,641
	2	15.20%	\$8,383	\$5,868	\$5,449	\$5,030	\$4,611
	1	15.10%	\$8,328	\$5,830	\$5,413	\$4,997	\$4,581
Group III Baseball, Softball Soccer Field/Ice Hockey Lacrosse Spring Track Swimming Wrestling	8	13.80%	\$7,611	\$5,328	\$4,947	\$4,567	\$4,186
	7	13.70%	\$7,556	\$5,289	\$4,911	\$4,534	\$4,156
	6	13.60%	\$7,501	\$5,251	\$4,876	\$4,501	\$4,126
	5	13.50%	\$7,446	\$5,212	\$4,840	\$4,467	\$4,095
	4	13.40%	\$7,391	\$5,173	\$4,804	\$4,434	\$4,065
	3	13.30%	\$7,335	\$5,135	\$4,768	\$4,401	\$4,035
	2	13.20%	\$7,280	\$5,096	\$4,732	\$4,368	\$4,004
	1	13.10%	\$7,225	\$5,058	\$4,696	\$4,335	\$3,974
Group IV Cross Country Tennis Volleyball Winter Track Fencing	8	10.80%	\$5,957	\$4,170	\$3,872	\$3,574	\$3,276
	7	10.70%	\$5,901	\$4,131	\$3,836	\$3,541	\$3,246
	6	10.60%	\$5,846	\$4,092	\$3,800	\$3,508	\$3,215
	5	10.50%	\$5,791	\$4,054	\$3,764	\$3,475	\$3,185
	4	10.40%	\$5,736	\$4,015	\$3,728	\$3,442	\$3,155
	3	10.30%	\$5,681	\$3,977	\$3,693	\$3,409	\$3,124
	2	10.20%	\$5,626	\$3,938	\$3,657	\$3,375	\$3,094
	1	10.10%	\$5,571	\$3,899	\$3,621	\$3,342	\$3,064
Group V Golf Cheerleading Intramurals Bowling	8	8.80%	\$4,854	\$3,397	\$3,155	\$2,912	\$2,669
	7	8.70%	\$4,798	\$3,359	\$3,119	\$2,879	\$2,639
	6	8.60%	\$4,743	\$3,320	\$3,083	\$2,846	\$2,609
	5	8.50%	\$4,688	\$3,282	\$3,047	\$2,813	\$2,578
	4	8.40%	\$4,633	\$3,243	\$3,011	\$2,780	\$2,548
	3	8.30%	\$4,578	\$3,204	\$2,976	\$2,747	\$2,518
	2	8.20%	\$4,523	\$3,166	\$2,940	\$2,714	\$2,487
	1	8.10%	\$4,467	\$3,127	\$2,904	\$2,680	\$2,457