



Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see
<http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Amagansett Union Free School District and Amagansett Teachers Association (2006)**

Employer Name: **Amagansett Union Free School District**

Union: **Amagansett Teachers Association**

Local:

Effective Date: **07/01/06**

Expiration Date: **06/30/12**

PERB ID Number: **4468**

Unit Size: **26**

Number of Pages: **28**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School, <http://www.ilr.cornell.edu/>

TA \ 4468

CONTRACT BETWEEN
AMAGANSETT UNION FREE SCHOOL DISTRICT
AND THE
AMAGANSETT TEACHERS ASSOCIATION

* * * *

JULY 1, 2006 - JUNE 30, 2012

RECEIVED

DEC 19 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

TABLE OF CONTENTS

ITEM	PAGE
SECTION 1 - TERM OF AGREEMENT.....	1
SECTION 2 - RECOGNITION.....	2
SECTION 3 - DUES DEDUCTION	2
SECTION 4 - PROFESSIONAL COMPENSATION	3
SECTION 5 - MEDICAL AND DENTAL INSURANCE.....	6
SECTION 6 - PREPAID LEGAL PLAN.....	8
SECTION 7 - INCOME PROTECTION.....	8
SECTION 8 - LEAVES	8
SECTION 9 - GENERAL MATTERS	10
SECTION 10 - TEACHER EVALUATION	11
SECTION 11 - LENGTH OF SCHOOL DAY	12
SECTION 12 - LENGTH OF SCHOOL YEAR.....	12
SECTION 13 - PARENT/TEACHER CONFERENCES	12
SECTION 14 - PROFESSIONAL DEVELOPMENT	13
SECTION 15 - GRIEVANCE PROCEDURE	13
SECTION 16 - PROFESSIONAL COURTESY.....	18
SECTION 17 - LEGISLATIVE ACTION.....	19
SECTION 18 - VALIDITY	19

SALARY SCHEDULE EFFECTIVE 7/1/06 (Schedule A)	20
SALARY SCHEDULE EFFECTIVE 7/1/07 (Schedule B)	21
SALARY SCHEDULE EFFECTIVE 7/1/08 (Schedule C)	22
SALARY SCHEDULE EFFECTIVE 7/1/09 (Schedule D)	23
SALARY SCHEDULE EFFECTIVE 7/1/10 (Schedule E)	24
SALARY SCHEDULE EFFECTIVE 7/1/11 (Schedule F).....	25

AGREEMENT, made the 8th day of August, 2006, between the Superintendent of Schools, on behalf of the AMAGANSETT UNION FREE SCHOOL DISTRICT, Town of East Hampton, Suffolk County, New York, hereinafter referred to as "District," and THE AMAGANSETT TEACHERS ASSOCIATION, hereinafter referred to as "Association."

WITNESSETH:

WHEREAS, the parties agree that all reasonable efforts should be put forth among the Board of Education, the Amagansett Teachers Association, the Administration and the individual teachers to improve the levels, efficiency and productivity of the education and teaching processes, and

WHEREAS, the District and the Association agree that the resolution of differences concerning terms and conditions of employment is one of the most important means of achieving such goals, and

WHEREAS, the Amagansett Union Free School District and the Amagansett Teachers Association have conducted negotiations in good faith pursuant to the provisions of the Public Employees Fair Employment Act;

NOW, THEREFORE, the parties hereto agree as follows:

SECTION 1 - TERM OF AGREEMENT

This Agreement covers the period of six (6) school years commencing July 1, 2006, and terminating June 30, 2012. It is further agreed that in the event the Association wishes to negotiate a successor agreement, it shall so notify the District on or before the 15th day

of January, 2012, and shall submit to the District its proposals for negotiations for a successor agreement on such date.

SECTION 2 - RECOGNITION

The District grants exclusive recognition to the Association to act as the bargaining agent for all certified teachers and teaching assistants, employed by the District for the maximum period provided pursuant to Article 14 of the Civil Service Law of the State of New York, and grants to the Association all rights attendant to such recognition as more particularly set forth in the provisions of the Civil Service Law.

SECTION 3 - DUES DEDUCTION

A. The Association will obtain duly executed authorization cards on or before September 20 of each school year authorizing dues deductions from those employees covered by this Agreement, which deductions shall be made in ten (10) equal installments commencing the first pay period in October. Additional deduction authorizations may be submitted between February 1 and February 15 of each school year, in which event dues shall be deducted in eight (8) installments commencing with the first pay period in March of that year. The Board of Education will transmit said funds to the Amagansett Teachers Association within ten (10) days of each said deduction.

B. The District shall permit unit members to effectuate payroll deductions for the NYSUT Benefit Trust.

SECTION 4 - PROFESSIONAL COMPENSATION

A. Salary Schedules. Each step of the 2006-2007 salary schedule will be increased by 3.5% on September 1, 2006, and increased by an additional 3.5% on September 1, 2007, 3.5% on September 1, 2008, 3.75% on September 1, 2009, 3.75% on September 1, 2010 and 3.75% on September 1, 2011. These schedules are annexed hereto as Schedules "A", "B", "C", "D", "E", and "F".

B. Teaching Assistants. Teaching Assistants to receive compensation as follows: 75% of Bachelor's Step 1 on Salary Schedule. Effective July 1, 2003, teaching assistants newly hired by the District to receive compensation as follows:

Step 1	50% of Bachelor's Step 1 on Salary Schedule
Step 2	60% of Bachelor's Step 1 on Salary Schedule
Step 3	70% of Bachelor's Step 1 on Salary Schedule
Step 4	75% of Bachelor's Step 1 on Salary Schedule

Initial step placement of the teaching assistant shall be at the sole discretion of the Superintendent based on the assistant's prior experience, certification and/or other credentials in the best interests of the District.

C. Staff Development. College courses may be taken for the purpose of advancing on the salary schedule. Each course must have prior approval of the Superintendent of Schools. Teachers taking in-service courses, approved by the Superintendent of Schools, will be paid at the non-tutorial rate as set forth in paragraph D, or receive one credit on the salary schedule for each 15 hours of in-service. If a teacher

chooses to be paid at an hourly rate, hours paid must be outside the regular school day and payment will be made only for the hours the course is in session. If teachers take courses at the request of the Superintendent of Schools, tuition will be paid by the district and the teacher will have the option of being paid at the non-tutorial rate for the time the course is in session or receiving credit on the salary schedule.

D. Extra Hours. Teachers who work after the regular school day, with the approval of or at the request of the Superintendent of Schools, shall be reimbursed as follows:

Tutorial	2006-2008 - \$45/hour 2008-2010 - \$49/hour 2010-2012 - \$51/hour
Non-tutorial	2006-2008 - \$33/hour 2008-2010 - \$36/hour 2010-2012 - \$37/hour

E. Yearbook Advisors. Shall be paid the stipend of \$962 in 2006-2008, \$1,049 in 2008-2010 and \$1,102 in 2010-2012, and thereafter for timely production of a yearbook. Payments shall be made in two equal installments in December and June of each school year.

F. Newspaper Advisor. Shall be paid the stipend of \$641 in 2006-2008, \$699 in 2008-2010 and \$734 in 2010-2012, and each year of the contract thereafter for five issues of the school newspaper. Payments shall be made in two equal installments in December and June of each school year.

G. Student Council Advisor. Shall be paid the stipend of \$962 in 2006-2008, \$1,049 in 2008-2010 and \$1,102 in 2010-2012. Payments shall be made in two (2) equal installments in December and June of each school year.

H. Theatrical Production Director. Shall be paid \$1,155 in 2006-2008, \$1,259 in 2008-2010 and \$1,322 in 2010-2012, at the completion of each production. Up to three (3) teachers shall be selected by the Superintendent and assigned by him/her to assist in theatrical production, to be paid at the completion of their respective responsibilities. The Assistant Theatrical Production Director(s) shall be compensated at the rate of \$898 per production in 2006-2008, \$979 in 2008-2010 and \$1,028 in 2010-2012. Appointments for these positions will be made at the discretion of the Superintendent. A job description must be submitted in writing to the Superintendent at the beginning of the activity, after conferring with him/her. The job description shall contain a projected budget.

I. Prior Experience Credit. At the discretion of the Board, teachers shall receive credit for prior years' teaching experience and military service to a maximum of ten (10) years.

J. Payroll Schedule. Teachers' salaries will be paid every other Friday or on the last school day of the pay period. Teachers must elect to be paid in twenty-one (21) equal payments or elect to be paid at the rate of one twenty-fifth (1/25) of their annual salary for twenty (20) pay periods with the final payment of the school year equaling the sum of five twenty-fifths (5/25) of their annual salary. Teachers must notify the Superintendent of Schools of the manner in which they elect to be paid during the opening week of school

and any new employees must notify the Superintendent of Schools within five (5) days of commencement of employment.

K. Retirement Incentive. A final year increment of \$5,000 additional salary is provided for teachers retiring where notification in writing is received by the Board of Education in time to provide a replacement.

L. Placement on Salary Schedule. Each teacher's placement on the Salary Schedule will be established as of September 1st and will be re-evaluated at the conclusion of the first semester.

SECTION 5 - MEDICAL AND DENTAL INSURANCE

A. Hospitalization, medical and major medical coverage will be provided by the District for employees and their dependents and those individual employees who retire subsequent to June 30, 1983, with at least 10 years of service in the Amagansett Union Free School District as per group contract with the Empire Plan Core Plus Enhancements, or an equivalent plan as approved by the Board of Education and the Association. Effective July 1, 2009, unit members shall contribute one and a half (1.5%) percent toward the premium cost of health insurance; and effective July 1, 2011, unit members shall contribute five (5%) percent toward the premium cost of health insurance.

B. Payment of premiums for the foregoing coverage for employees who retire subsequent to June 30, 1983, and their dependents shall be as follows:

1. For 10 years of service to the District but less than 18 years, the District shall pay 50%.

2. For 18 or more years of service to the District, the District shall pay 100% for the period July 1, 2006 to June 30, 2009. Effective July 1, 2009, unit members with 18 or more years of service, shall contribute one and a half (1.5%) percent toward the premium cost of health insurance; and effective July 1, 2011, unit members shall contribute five (5%) percent toward the premium cost of health insurance.

C. Any Association member eligible for health insurance electing not to participate shall receive fifty percent of the premium cost involved. Payment shall be made in the last pay period of the fiscal year involved. Association members who choose this option may be reinstated under the guidelines of the health insurance plan in effect at the time.

D. Dental insurance will be provided by the District for employees and their dependents as per group contract through East Hampton consortium or other group plan as approved by the Board and the Association.

E. Any employee who retires subsequent to June 30, 1983, and has less than ten (10) years of service in the District will be permitted to remain in the medical and dental group plans covering the individual employee and the individual employee and his/her dependents, upon payment by the employee of full premium for such coverage to the Amagansett Union Free School District less any payment of medical premium which the District may be required to make by law.

F. The District will continue to provide medical and dental coverage for those employees who have retired prior to June 30, 1979, and their dependents, pursuant to the terms of the employment agreement of the Amagansett Teachers Association made on the 13th day of November, 1979.

SECTION 6 - PREPAID LEGAL PLAN

The District shall purchase the NYSUT Prepaid Legal Plan for all full-time teachers. The cost to the District for this plan shall not exceed \$22 per full-time Association member.

SECTION 7 - INCOME PROTECTION

All unit members who work at least 30 hours per week shall be provided with a long-term disability insurance policy providing for payment of 60 percent of salary, commencing after a 30 day waiting period, until age 65.

SECTION 8 - LEAVES

A. Sick-Leave. Each Teacher and Teaching Assistant covered under this contract shall be entitled to fifteen (15) days of sick leave per school year. Such sick leave shall be allowed to accumulate during each school year to a total of 190 days. After three (3) continuous sick days, the teacher, if so requested by the Superintendent, must produce a doctor's certificate setting forth the nature of the illness. In cases of extended illness involving more than the accumulated sick leave, the teacher will be paid full salary until disability insurance is effective. Absence for sickness or death in the family shall be considered sick leave time.

B. Personal Leave. A Teacher and Teacher Assistant covered under this contract shall be entitled to two (2) personal leave days per year. Requests for personal leave must be made to the Superintendent and such requests will be granted only for important personal business which cannot be attended to during non-school hours.

C. Jury Duty. Those teachers required to perform jury duty shall receive full pay; however, the teacher on jury duty shall give the District those monies, excluding mileage, he/she receives for serving as a juror. Teachers subpoenaed to give testimony with respect to school district related litigation shall receive full pay. However, with respect to non-school district related litigation such pay shall be limited to a maximum of five (5) days per litigated matter.

D. Leave of Absence. "Child care leaves" of up to one year shall be granted to Association members upon request. At the discretion of the Board, leaves up to two years for illness or study and a second year's leave for child care may be granted. Upon returning to the District's employment, the teacher shall be granted service credit for salary purposes of the length of the leave up to a maximum of one year.

E. Sabbatical Leave. At the sole discretion of the Board of Education, sabbatical leave may be granted to a teacher after seven (7) years of service in the District. During such leave, a teacher will be paid at the rate of one-half ($\frac{1}{2}$) his/her annual salary if the leave period is for an entire school year, or at full salary if the leave is for a period of half the school year. The Board may also, at its discretion, grant summer sabbaticals and the teacher shall be paid at the rate of one fortieth ($\frac{1}{40}$) of his/her annual salary for each week of such leave up to a maximum period of twenty-four (24) weeks. No more than one teacher will be granted regular sabbatical leave or summer sabbatical at any given time. A teacher granted sabbatical leave will provide the District with a report on the utilization of the leave time and guarantee two years teaching service to the District immediately

following the leave. After fourteen (14) years of service in the District, a teacher may receive one year of leave, at full pay, at the discretion of the Board of Education. Teachers who are granted sabbatical leave for a full year, at full pay, must agree in writing with the Board that they will remain with the District for a period of at least five (5) years after such leave and provide a report on the utilization of the leave time. Applications for sabbatical leave shall be made on or before February 1, and the applicant shall submit as part of his/her application a proposal setting forth the reasons for the request, the course of study to be pursued, if any, and the relevance of the proposed sabbatical leave to the applicant's teaching program of the Amagansett School. Applications for sabbatical leave will be acted upon by the Board of Education within six (6) weeks of the date of the application or by the 1st day of March. The applicant will be advised, in writing, of the determination of the Board; and in the event of a denial, reasons for such denial will be provided.

SECTION 9 - GENERAL MATTERS

- A. The Board of Education shall provide copies of all adopted Board policies and regulations to each member of the staff.
- B. Each teacher shall be under the direction of the Superintendent of Schools.
- C. It shall be the duty of each teacher:
 - 1. to administer the classroom and its education program;
 - 2. to provide the curricular and activities appropriate to the educational level of the child;
 - 3. to help plan the school program;

4. to participate appropriately in the in-service educational program of the school;
5. to work with parents and other school personnel in planning for each child;
6. to present all sides of significant current questions;
7. to care for and account for school equipment;
8. to work closely with colleagues; and,
9. to perform other duties as assigned, such assignments being made with due regard to qualifications of the teacher.

D. The Board recognizes the value of continued professional growth and accordingly, upon authorization of the Superintendent of Schools, teachers may be granted leave with pay to attend educational conferences and/or professional visitations.

E. Except as set forth below in Section 11, each teacher shall be scheduled for at least one 40 minute duty-free preparation period each day. It is understood that there may be occasions when this period may not be available due to lack of special teachers or substitutes.

SECTION 10 - TEACHER EVALUATION

Recommendations of the Superintendent of Schools concerning teachers and teaching evaluation will be made in writing. If the School District anticipates a change in the current practices with respect to teacher evaluation, it will so notify the Amagansett Teachers Association. Upon receipt of said notification, the Association will have twenty (20) days to give its recommendation to the School District upon any proposed alterations.

SECTION 11 - LENGTH OF SCHOOL DAY

The length of the work day shall be seven (7) hours and ten (10) minutes. Except as set forth below, each teacher shall be entitled to thirty (30) minutes of uninterrupted time for a lunch period. At the District's option, each teacher shall be required to give an additional five (5) minutes of instructional time from his/her contractual lunch time [Section 11 herein] or preparation time [Section 9(5)]. The use of this additional fifteen (15) minutes of work time shall be implemented after discussion with the President of the Amagansett Teachers Association.

SECTION 12- LENGTH OF SCHOOL YEAR

The school year shall include 183 days of which no more than 179 may be instructional days. This number also includes two emergency closing days, which, if not used, will be scheduled as additional days off as part of the Easter, Spring or Memorial Day recesses.

SECTION 13 - PARENT/TEACHER CONFERENCES

There shall be four (4) parent/teacher conferences/sessions during the school year, i.e., two (2) sessions in the fall and two (2) sessions in the spring, which require the presence of all unit members. Two (2) sessions of these parent/teacher conferences shall be scheduled by the District in the afternoon (after school) and two (2) sessions shall be scheduled in the evening. Each conference/session shall be no longer than two (2) hours in length. The District's central office will be responsible for scheduling the conferences.

SECTION 14 - PROFESSIONAL DEVELOPMENT

In order to provide additional professional development for teaching staff, it is agreed that all unit members shall be required to work two (2) half(½) days beyond the regular work year as scheduled by the Superintendent of Schools after discussion with the ATA. Members shall be compensated at the rate of Forty (\$40.00) Dollars per hour for such work.

SECTION 15 - GRIEVANCE PROCEDURE

A. Basic Principles

1. It is recommended that the normal professional channels be exhausted before a grievance be submitted.

Professional channels "a" and "b", as outlined below, are descriptive of the informal machinery which exists for the settlement of disputes in this District. A professional staff member may wish to proceed immediately to Step One, as outlined, when a grievance arises. However, if the situation warrants, it is recommended that the grievant exhausts the provisions of "a" or "b" before proceeding with Step One.

The normal professional channels, as they exist, in Amagansett are:

- a. the complainant may have recourse to his/her Superintendent of Schools, and
- b. the complainant may have recourse to his/her A.T.A. President who will present the complaint to the Superintendent of Schools.

2. Complainant with a personal grievance shall be guaranteed the right to appeal any policy or decision through duly established procedures with ample protection against any recrimination.

3. Attempts shall be made at all steps of this procedure, as well as during the normal professional channels, to solve the problem presented. Expeditious handling at all stages is desirable, and all time limitations set forth may be extended by mutual consent.

4. It is understood and agreed that the complainant may, at any stage of the grievance procedure, withdraw his or her grievance provided that, if the grievance has reached the written stage, he or she do so in writing.

B. Definitions

1. The term "Board of Education" means the duly elected Board of Education of the Amagansett Union Free School District, Amagansett, New York.

2. The term "teacher" means any teacher, librarian, and special teacher employed by the Amagansett Public School.

3. "Grievance" shall mean any claimed violation, misinterpretation or inequitable application of this Agreement, existing laws, policies, rules, procedures, regulations, administrative orders or work rules.

4. "Group Grievance" is a grievance which affects more than one complainant similarly situated and the relief sought can be applied to all the complaints in one answer, or in like manner.

5. The term "complainant" shall mean any professional employee who submits a grievance.

6. The term "respondent" shall mean any person against whom a grievance is submitted.

7. A "Party in interest" is the person making the claim, any person who might be required to take action or against whom action might be taken in order to resolve a grievance.

8. The term "observer" shall mean a representative of the Amagansett Teachers Association. The observer is a non-participant in the hearing.

9. "Grievance Time Periods" shall exclude weekends, school holidays, and summer vacation (close of school to the opening of school). Every effort shall be made to speed a grievance situation pending prior to summer vacation periods. Alleged grievances occurring during the summer period shall be processed after the school year commences.

10. The term "counsel" shall mean an attorney-at-law or any designated representative.

11. The term "reviewing authority" shall mean the Superintendent of Schools to whom a complaint is submitted.

12. The term "educator" shall mean any person professionally trained in the field of education.

13. It is understood and agreed that should either party fail to comply with the time limitations set forth herein for making a decision or an appeal, the complainant may automatically proceed to the next step if no decision was rendered or precluded from going to the next step if the appeal is untimely.

C. Grievance Procedure

1. Step One:

a) Complainant shall, within 30 days of the alleged grievance submit a detailed affidavit of the grievance to the Superintendent of Schools. This affidavit shall include specific relief sought and when and how the complainant attempted to resolve the issue through professional (informal) channels.

b) The reviewing authority shall, within ten days, advise the complainant and respondent, in writing, of his/her findings and conclusions.

c) If the complainant determines the findings and conclusions are not satisfactory, he or she may avail himself or herself of the second stage, providing, he or she takes action not later than ten days after he or she has received written notice of the decision.

2. Step Two:

a) Complainant shall notify the Superintendent of Schools in writing of the intention to appeal, if the complainant believes the decision at Step One is not satisfactory. The complainant may appeal the decision to the Board of Education within ten days upon the receipt of the Step One decision. The Board will hold a hearing

within ten days after receiving the appeal. The Board will issue a decision within ten days after the close of the hearing. If the findings of the Board of Education are inconsistent or not satisfactory to the complainant or respondent, he/she may utilize Step Three, subject to the provisions of Paragraph D of this section. The appeal must be processed within ten days after receipt of the decision made by the Board of Education.

3. Step Three:

a) If a grievance arises out of employment relationship and not of any claimed violation, misinterpretation or inequitable application of this Agreement, existing laws, policies, rules, procedures, regulations administrative order, or work rules, the complainant or respondent may appeal, in writing, to the final judgment of a party or parties agreed to by the Board of Education and the Amagansett Teachers Association, provided the complainant or respondent acts within five days of the decision given in Step Two, and he or she must also notify in writing the other party in interest at the same time.

b) Arbitration

1. If the grievance arises out of any claimed violation, misinterpretation or inequitable application of this Agreement, existing laws, policies, or procedures, regulations, administrative orders, or work rules, then the final appeal from the decision in Step Two shall be presented to the American Arbitration Association in accordance with its rules, provided that the complainant or respondent notifies the American Arbitration Association within ten days of the decision given in Step Two and notifies, in writing, the respondent at the same time. An arbitrator will be selected

according to the rules and regulations as set by the American Arbitration Association. The determination of the arbitrator shall be final and binding upon the parties.

2. Costs charged by the American Arbitration Association will be assumed by the party in default of the charges.

D. Limit of Arbitration

The parties agree that until such time after the Board of Education renders a determination on a grievance involving the employment relationship or a claimed violation, misinterpretation or inequitable application of this Agreement, existing laws, policies, rules, procedures regulation, administrative orders or work rules, which is not acceptable to the grievant, that the determination of the Board of Education with respect to a grievance shall be final and binding. Once the Board of Education, during the term of this Agreement, has rendered a negative determination on a grievance as hereby set forth, subsequent grievances may, if the grievant so chooses, be finally determined pursuant to the provisions of Section C, Step Three a) or b) of this Agreement.

SECTION 16 - PROFESSIONAL COURTESY

As a professional courtesy, children of faculty members who reside outside the District will be allowed to attend the Amagansett School with no tuition charge being assessed for said families.

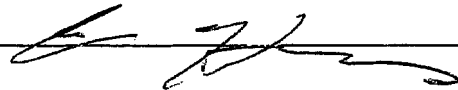
SECTION 17 - LEGISLATIVE ACTION

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

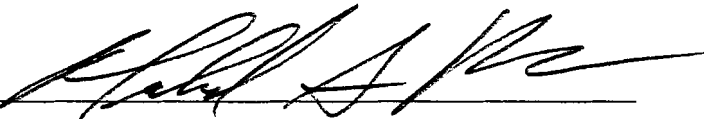
SECTION 18 - VALIDITY

Any provision of this Agreement that is deemed illegal by the Law of the State of New York or by the Commissioner of Education shall make such provision null and void. IN WITNESS WHEREOF, the parties hereto set their hands and seals the day and year first above written.

THE AMAGANSETT UNION FREE SCHOOL DISTRICT

BY:  _____

THE AMAGANSETT TEACHERS ASSOCIATION

BY:  _____

SALARY SCHEDULE A

2006-2007

STEP	B	B15	B30	M	M15	M30	M45
1	\$44,262	\$46,379	\$48,398	\$50,530	\$52,584	\$54,759	\$56,831
2	\$46,379	\$48,558	\$50,728	\$52,945	\$55,121	\$57,339	\$59,511
3	\$48,451	\$50,727	\$53,055	\$55,336	\$57,606	\$59,928	\$62,198
4	\$50,530	\$52,945	\$55,336	\$57,705	\$60,130	\$62,569	\$64,941
5	\$52,584	\$55,114	\$57,606	\$60,129	\$62,667	\$65,146	\$67,628
6	\$54,714	\$57,339	\$59,928	\$62,569	\$65,147	\$67,729	\$70,374
7	\$56,775	\$59,511	\$62,199	\$64,941	\$67,628	\$70,374	\$73,108
8	\$58,888	\$61,735	\$64,578	\$67,164	\$70,109	\$72,949	\$75,797
9	\$60,965	\$63,911	\$66,854	\$69,746	\$72,692	\$75,644	\$78,479
10	\$63,075	\$66,075	\$69,126	\$72,170	\$75,174	\$78,224	\$81,270
11	\$65,147	\$68,299	\$71,448	\$74,552	\$77,705	\$80,810	\$84,007
12	\$67,216	\$70,314	\$73,730	\$76,981	\$80,182	\$83,439	\$86,703
13	\$69,336	\$72,692	\$76,003	\$79,360	\$82,671	\$86,022	\$89,438
14	\$69,336	\$72,692	\$76,003	\$81,738	\$85,250	\$88,668	\$92,122
15	\$69,336	\$72,692	\$76,003	\$84,168	\$87,732	\$91,245	\$94,814
16	\$69,336	\$72,692	\$76,003	\$86,608	\$90,213	\$93,835	\$97,556

SALARY SCHEDULE B

2007-2008

STEP	B	B15	B30	M	M15	M30	M45
1	\$45,811	\$48,003	\$50,092	\$52,298	\$54,425	\$56,675	\$58,820
2	\$48,003	\$50,258	\$52,504	\$54,799	\$57,050	\$59,346	\$61,594
3	\$50,147	\$52,503	\$54,912	\$57,273	\$59,622	\$62,025	\$64,375
4	\$52,298	\$54,799	\$57,273	\$59,725	\$62,235	\$64,759	\$67,214
5	\$54,425	\$57,043	\$59,622	\$62,234	\$64,861	\$67,426	\$69,995
6	\$56,629	\$59,346	\$62,025	\$64,759	\$67,427	\$70,100	\$72,837
7	\$58,762	\$61,594	\$64,376	\$67,214	\$69,995	\$72,837	\$75,667
8	\$60,949	\$63,895	\$66,838	\$69,515	\$72,563	\$75,502	\$78,450
9	\$63,098	\$66,148	\$69,194	\$72,187	\$75,236	\$78,292	\$81,226
10	\$65,283	\$68,388	\$71,545	\$74,695	\$77,805	\$80,962	\$84,115
11	\$67,427	\$70,689	\$73,949	\$77,161	\$80,424	\$83,638	\$86,947
12	\$69,569	\$72,775	\$76,311	\$79,676	\$82,989	\$86,359	\$89,738
13	\$71,762	\$75,236	\$78,663	\$82,137	\$85,564	\$89,033	\$92,569
14	\$71,762	\$75,236	\$78,663	\$84,599	\$88,234	\$91,772	\$95,347
15	\$71,762	\$75,236	\$78,663	\$87,114	\$90,802	\$94,438	\$98,133
16	\$71,762	\$75,236	\$78,663	\$89,639	\$93,370	\$97,119	\$100,970

SALARY SCHEDULE C

2008-2009

STEP	B	B15	B30	M	M15	M30	M45
1	\$47,414	\$49,683	\$51,845	\$54,129	\$56,330	\$58,659	\$60,879
2	\$49,683	\$52,017	\$54,342	\$56,716	\$59,047	\$61,423	\$63,750
3	\$51,902	\$54,340	\$56,834	\$59,278	\$61,709	\$64,196	\$66,628
4	\$54,129	\$56,716	\$59,278	\$61,815	\$64,413	\$67,025	\$69,567
5	\$56,330	\$59,039	\$61,709	\$64,412	\$67,131	\$69,786	\$72,445
6	\$58,611	\$61,423	\$64,196	\$67,025	\$69,787	\$72,553	\$75,386
7	\$60,819	\$63,750	\$66,630	\$69,567	\$72,445	\$75,386	\$78,315
8	\$63,083	\$66,132	\$69,177	\$71,948	\$75,102	\$78,145	\$81,196
9	\$65,307	\$68,463	\$71,615	\$74,713	\$77,870	\$81,032	\$84,069
10	\$67,567	\$70,782	\$74,049	\$77,310	\$80,528	\$83,796	\$87,059
11	\$69,787	\$73,163	\$76,537	\$79,862	\$83,239	\$86,565	\$89,990
12	\$72,003	\$75,322	\$78,982	\$82,464	\$85,893	\$89,382	\$92,878
13	\$74,274	\$77,870	\$81,416	\$85,012	\$88,559	\$92,149	\$95,809
14	\$74,274	\$77,870	\$81,416	\$87,560	\$91,322	\$94,984	\$98,684
15	\$74,274	\$77,870	\$81,416	\$90,163	\$93,980	\$97,743	\$101,567
16	\$74,274	\$77,870	\$81,416	\$92,776	\$96,638	\$100,519	\$104,504

SALARY SCHEDULE D

2009-2010

STEP	B	B15	B30	M	M15	M30	M45
1	\$49,192	\$51,546	\$53,789	\$56,159	\$58,442	\$60,859	\$63,162
2	\$51,546	\$53,967	\$56,379	\$58,843	\$61,261	\$63,726	\$66,141
3	\$53,849	\$56,378	\$58,965	\$61,501	\$64,023	\$66,603	\$69,127
4	\$56,159	\$58,843	\$61,501	\$64,134	\$66,829	\$69,539	\$72,175
5	\$58,442	\$61,253	\$64,023	\$66,828	\$69,648	\$72,403	\$75,161
6	\$60,809	\$63,726	\$66,603	\$69,539	\$72,404	\$75,274	\$78,213
7	\$63,099	\$66,141	\$69,128	\$72,175	\$75,161	\$78,213	\$81,252
8	\$65,448	\$68,612	\$71,771	\$74,646	\$77,919	\$81,075	\$84,241
9	\$67,756	\$71,031	\$74,301	\$77,515	\$80,790	\$84,070	\$87,221
10	\$70,101	\$73,436	\$76,826	\$80,209	\$83,548	\$86,938	\$90,323
11	\$72,404	\$75,907	\$79,407	\$82,857	\$86,361	\$89,812	\$93,365
12	\$74,704	\$78,146	\$81,944	\$85,557	\$89,114	\$92,733	\$96,361
13	\$77,059	\$80,790	\$84,470	\$88,200	\$91,880	\$95,604	\$99,402
14	\$77,059	\$80,790	\$84,470	\$90,843	\$94,746	\$98,546	\$102,384
15	\$77,059	\$80,790	\$84,470	\$93,544	\$97,505	\$101,409	\$105,376
16	\$77,059	\$80,790	\$84,470	\$96,256	\$100,262	\$104,288	\$108,423
17	\$77,059	\$80,790	\$84,470	\$99,143	\$103,270	\$107,417	\$111,676

SALARY SCHEDULE E

2010-2011

STEP	B	B15	B30	M	M15	M30	M45
1	\$51,037	\$53,479	\$55,806	\$58,264	\$60,633	\$63,141	\$65,530
2	\$53,479	\$55,991	\$58,494	\$61,050	\$63,559	\$66,116	\$68,621
3	\$55,868	\$58,492	\$61,176	\$63,807	\$66,424	\$69,101	\$71,719
4	\$58,264	\$61,050	\$63,807	\$66,539	\$69,335	\$72,146	\$74,882
5	\$60,633	\$63,550	\$66,424	\$69,334	\$72,260	\$75,118	\$77,980
6	\$63,090	\$66,116	\$69,101	\$72,146	\$75,119	\$78,097	\$81,146
7	\$65,466	\$68,621	\$71,720	\$74,882	\$77,980	\$81,146	\$84,299
8	\$67,903	\$71,185	\$74,463	\$77,445	\$80,841	\$84,115	\$87,400
9	\$70,297	\$73,694	\$77,087	\$80,422	\$83,819	\$87,223	\$90,492
10	\$72,730	\$76,190	\$79,707	\$83,217	\$86,681	\$90,198	\$93,711
11	\$75,119	\$78,753	\$82,385	\$85,964	\$89,599	\$93,180	\$96,866
12	\$77,505	\$81,077	\$85,016	\$88,765	\$92,456	\$96,211	\$99,975
13	\$79,949	\$83,819	\$87,637	\$91,508	\$95,325	\$99,190	\$103,129
14	\$79,949	\$83,819	\$87,637	\$94,250	\$98,299	\$102,241	\$106,224
15	\$79,949	\$83,819	\$87,637	\$97,052	\$101,161	\$105,212	\$109,328
16	\$79,949	\$83,819	\$87,637	\$99,865	\$104,022	\$108,199	\$112,489
17	\$79,949	\$83,820	\$87,638	\$102,861	\$107,142	\$111,445	\$115,864
18	\$79,949	\$83,820	\$87,638	\$102,861	\$107,142	\$111,445	\$115,864

SALARY SCHEDULE F

2011-2012

STEP	B	B15	B30	M	M15	M30	M45	M60
1	\$52,951	\$55,484	\$57,899	\$60,449	\$62,907	\$65,509	\$67,987	\$70,557
2	\$55,484	\$58,091	\$60,687	\$63,339	\$65,942	\$68,595	\$71,194	\$73,893
3	\$57,963	\$60,686	\$63,471	\$66,200	\$68,915	\$71,692	\$74,409	\$77,229
4	\$60,449	\$63,339	\$66,200	\$69,034	\$71,935	\$74,852	\$77,690	\$80,634
5	\$62,907	\$65,933	\$68,915	\$71,934	\$74,970	\$77,935	\$80,904	\$83,987
6	\$65,455	\$68,595	\$71,692	\$74,852	\$77,936	\$81,026	\$84,189	\$87,472
7	\$67,921	\$71,194	\$74,410	\$77,690	\$80,904	\$84,189	\$87,460	\$90,863
8	\$70,449	\$73,854	\$77,255	\$80,350	\$83,872	\$87,270	\$90,677	\$94,214
9	\$72,933	\$76,458	\$79,978	\$83,438	\$86,963	\$90,494	\$93,885	\$97,406
10	\$75,457	\$79,047	\$82,696	\$86,337	\$89,932	\$93,581	\$97,225	\$101,007
11	\$77,936	\$81,707	\$85,474	\$89,188	\$92,959	\$96,674	\$100,498	\$104,478
12	\$80,411	\$84,117	\$88,205	\$92,094	\$95,923	\$99,819	\$103,724	\$107,780
13	\$82,947	\$86,963	\$90,924	\$94,939	\$98,900	\$102,909	\$106,996	\$111,244
14	\$82,947	\$86,963	\$90,924	\$97,784	\$101,986	\$106,075	\$110,207	\$114,505
15	\$82,947	\$86,963	\$90,924	\$100,692	\$104,955	\$109,157	\$113,428	\$117,863
16	\$82,947	\$86,963	\$90,924	\$103,610	\$107,923	\$112,256	\$116,708	\$121,341
17	\$82,947	\$86,963	\$90,924	\$106,718	\$111,160	\$115,624	\$120,209	\$123,815
18	\$82,947	\$86,963	\$90,924	\$106,718	\$111,160	\$115,624	\$120,209	\$123,815
19	\$82,947	\$86,963	\$90,924	\$109,920	\$114,495	\$119,093	\$123,815	\$127,529