



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](mailto:ilrref@cornell.edu)

#### Contract Database Metadata Elements

Title: **Elmont Union Free School District and Elmont Elementary Teachers Association (2009) (MOA)**

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

Union: **Elmont Elementary Teachers Association**

Local:

Effective Date: **07/01/09**

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

PERB ID Number: **4992**

Unit Size: **342**

Number of Pages: **7**

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/4992

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BOARD OF EDUCATION  
THE ELMONT UNION FREE SCHOOL DISTRICT  
AND  
THE ELMONT ELEMENTARY TEACHERS' ASSOCIATION**

**IT IS AGREED BY AND BETWEEN** the parties hereto that the collectively bargained contract between the District and the Union above cited, which contract by its terms expired at June 30, 2009, is extended from July 1, 2009, to June 30, 2012 in all its terms and conditions except as same is modified herein.

**1. Wages:**

The salary schedule shall be increased during the term of the contract by the following percentages:

- Year 1    0%
- Year 2    1.5%
- Year 3    2.5% with the increment held until February 1, 2012.

**2. Health Insurance:**

For current employees:

- a) Commencing July 1, 2011 the employees shall pay 16% of the cost of Health Insurance.
- b) Commencing June 30, 2012 the employees shall pay 18% of the cost of Health Insurance.

**RECEIVED  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD  
MAR 28 2011  
ADMINISTRATION**

342

For unit members newly hired whose employment commences on or after July 1, 2011:

- c) The employee shall pay 20% of the cost of Health Insurance.

**3. Salary Schedule:**

- a) For unit members whose employment commences on or after July 1, 2011 the MA + 75 lane of the salary schedule is eliminated.

- b) For all unit members, effective September 1, 2011:

In-service credits: A teacher shall be entitled to a maximum of six (6) in-service credits toward MA-15 MA-30 MA-45 MA-60 and for those eligible MA-75.

Effective September 1, 2011:

- 4. Article IV.B., the school calendar for each year shall provide for 181 instructional days plus three conference days. The conference days shall be scheduled by the Superintendent of Schools one of which shall be prior to the first day of school for students in September and one of which may be prior to Labor Day.
- 5. Article IV.A. Second Paragraph: Change to provide: Effective September 1, 2011. The particular task to be performed by individual teachers on a given

day shall be determined by the principal on three days per week and by the teacher on one day per week.

6. Article IV.D. Change first sentence to provide for five professional periods per week. Effective September 1, 2011.
7. Article XI.3. Change to provide for additional 403(b) providers.
8. Article VI.D.3. The provisions of this paragraph shall apply to adoption to a maximum of five weeks each.
9. Article VI.C. Bereavement Leave: Add grandchildren to the definition of immediate family.
10. Schedule B.C. Add \$10 per hour to all categories referenced in C and in subparagraphs a, b, and c.
11. Schedule B.K. Dental Plan: Change District contribution to \$450.
12. Schedule B.L. Change District contribution to optical plan to a maximum of \$200.

13. Effective July 1, 2011 lane movement on the salary schedule shall be limited to once per year at February 1<sup>st</sup>.

14. Unit members who commence employment on or after July 1, 2011 upon reaching the MA-60 lane on the salary schedule will be required to meet certain academic standards in order to maintain their eligibility to remain in that lane. The academic requirements shall be established between the parties hereto by separate agreement.

Dated: Elmont, New York  
December 20, 2010

Elmont Elementary Teachers'  
Association

By Elaine Mitchell  
Elaine Mitchell, President

Eileen Kantor  
Eileen Kantor, Vice President

Kathleen McDermott  
Kathleen McDermott

Mary von Borgen  
Mary von Borgen

Elisa Comerford  
Elisa Comerford

Elmont UFSD

By Colum P. Nugent  
Colum P. Nugent  
Attorney for District

# ELMONT UNION FREE SCHOOL DISTRICT

## 2009-10 teacher salary schedule

(reflects 2008-09 schedule plus 0.00%)

STEP	BA	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DOCT.
1	50,055		57,750	59,657	61,797	63,971	65,139	65,966	66,797
2	51,825		59,450	61,176	63,336	65,444	67,078	68,005	68,934
3	53,379		61,556	63,085	65,388	67,660	69,606	70,531	71,456
4	55,341		64,033	65,867	67,837	69,645	72,257	73,214	74,172
5	58,136		66,193	68,027	70,414	71,998	74,738	75,760	76,782
6			68,500	70,191	73,051	75,160	77,208	78,296	79,384
7			71,107	72,346	75,529	76,909	79,687	80,842	81,995
8			73,545	74,606	77,971	80,083	82,078	83,281	84,487
9			75,874	77,249	80,408	82,675	84,941	86,156	87,209
10			78,455	79,896	82,840	85,162	87,484	88,649	89,813
11			81,024	82,438	85,531	87,665	90,040	91,239	92,435
12			83,742	84,919	88,447	90,159	92,604	93,819	95,033
13			86,500	87,658	90,919	92,721	95,154	96,517	97,882
14			89,264	90,477	93,406	95,154	97,699	99,250	100,798
15	78,213		92,025	93,286	95,871	97,948	100,687	102,520	104,351
16			96,427	98,019	98,921	101,111	105,154	106,257	107,358
17			96,427	98,019	102,151	104,831	107,264	108,385	109,506
18			100,504	101,595	106,161	107,471	110,633	111,325	112,808
22		95,015	102,428	104,203	107,485	109,318	111,434	113,452	114,698

### In-Service Credits

A teacher shall be entitled to a maximum of eight (8) credits (nine (9) credits effective September 2002) toward BA+15, BA+30, MA, MA+15, MA+30 and MA+45 and shall be entitled to unlimited in-service credits toward MA+60 and MA+75 for successful completion of in-service credits previously approved in writing by the Superintendent. Once used, in-service credits may not be used again.

All university credits must receive prior approval in writing by the Superintendent.

Note: The BA+15, BA+30, BA+45 columns will not apply to employees hired after July 1, 1983.

## ELMONT UNION FREE SCHOOL DISTRICT

### 2010-11 teacher salary schedule

(reflects 2009-10 schedule plus 1.5%)

STEP	BA	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DOCT.
1	50,806		58,616	60,552	62,724	64,931	66,116	66,955	67,799
2	52,602		60,342	62,094	64,286	66,426	68,084	69,025	69,968
3	54,180		62,479	64,031	66,369	68,675	70,650	71,589	72,528
4	56,171		64,993	66,855	68,855	70,690	73,341	74,312	75,285
5	59,008		67,186	69,047	71,470	73,078	75,859	76,896	77,934
6			69,528	71,244	74,147	76,287	78,366	79,470	80,575
7			72,174	73,431	76,662	78,063	80,882	82,055	83,225
8			74,648	75,725	79,141	81,284	83,309	84,530	85,754
9			77,012	78,408	81,614	83,915	86,215	87,448	88,517
10			79,632	81,094	84,083	86,439	88,796	89,979	91,160
11			82,239	83,675	86,814	88,980	91,391	92,608	93,822
12			84,998	86,193	89,774	91,511	93,993	95,226	96,458
13			87,798	88,973	92,283	94,112	96,581	97,965	99,350
14			90,603	91,834	94,807	96,581	99,164	100,739	102,310
15	79,386		93,405	94,685	97,309	99,417	102,197	104,058	105,916
16			97,873	99,489	100,405	102,628	106,731	107,851	108,968
17			97,873	99,489	103,683	106,403	108,873	110,011	111,149
18			102,012	103,119	107,753	109,083	112,292	112,995	114,500
22		96,440	103,964	105,766	109,097	110,958	113,106	115,154	116,418

#### In-Service Credits

A teacher shall be entitled to a maximum of eight (8) credits (nine (9) credits effective September 2002) toward BA+15, BA+30, MA, MA+15, MA+30 and MA+45 and shall be entitled to unlimited in-service credits toward MA+60 and MA+75 for successful completion of in-service credits previously approved in writing by the Superintendent. Once used, in-service credits may not be used again.

All university credits must receive prior approval in writing by the Superintendent.

Note: The BA+15, BA+30, BA+45 columns will not apply to employees hired after July 1, 1983.

## ELMONT UNION FREE SCHOOL DISTRICT

2011-12 teacher salary schedule --- Step Increment Effective 2/1/12

(reflects 2010-11 schedule plus 2.5%)

STEP	BA	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75	DOCT.
1	52,076		60,081	62,066	64,292	66,554	67,769	68,629	69,494
2	53,917		61,851	63,646	65,893	68,087	69,786	70,751	71,717
3	55,535		64,041	65,632	68,028	70,392	72,416	73,379	74,341
4	57,575		66,618	68,526	70,576	72,457	75,175	76,170	77,167
5	60,483		68,866	70,773	73,257	74,905	77,755	78,818	79,882
6			71,266	73,025	76,001	78,194	80,325	81,457	82,589
7			73,978	75,267	78,579	80,015	82,904	84,106	85,306
8			76,514	77,618	81,120	83,316	85,392	86,643	87,898
9			78,937	80,368	83,654	86,013	88,370	89,634	90,730
10			81,623	83,121	86,185	88,600	91,016	92,228	93,439
11			84,295	85,767	88,984	91,205	93,676	94,923	96,168
12			87,123	88,348	92,018	93,799	96,343	97,607	98,869
13			89,993	91,197	94,590	96,465	98,996	100,414	101,834
14			92,868	94,130	97,177	98,996	101,643	103,257	104,868
15	81,371		95,740	97,052	99,742	101,902	104,752	106,659	108,564
16			100,320	101,976	102,915	105,194	109,399	110,547	111,692
17			100,320	101,976	106,275	109,063	111,595	112,761	113,928
18			104,562	105,697	110,447	111,810	115,099	115,820	117,363
22		98,851	106,563	108,410	111,824	113,732	115,934	118,033	119,328

### In-Service Credits

A teacher shall be entitled to a maximum of eight (8) credits (nine (9) credits effective September 2002) toward BA+15, BA+30, MA, MA+15, MA+30 and MA+45 and shall be entitled to unlimited in-service credits toward MA+60 and MA+75 for successful completion of in-service credits previously approved in writing by the Superintendent. Once used, in-service credits may not be used again.

All university credits must receive prior approval in writing by the Superintendent.

Note: The BA+15, BA+30, BA+45 columns will not apply to employees hired after July 1, 1983.