Contract Database Metadata Elements

Title: Floral Park-Bellerose Union Free School District and Floral Park-Bellerose District Teachers Association, New York State United Teachers (NYSUT), AFL-CIO (2018)

Employer Name: Floral Park-Bellerose Union School District

Union: Floral Park-Bellerose District Teachers Association, New York State United Teachers (NYSUT), AFL-CIO

Local:

Effective Date: 07/01/2018

Expiration Date: 06/30/2022

PERB ID Number: 5031

Unit Size:

Number of Pages: 38
AGREEMENT

Between

THE FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

And

THE FLORAL PARK-BELLEROSE DISTRICT TEACHERS' ASSOCIATION

July 1, 2018—June 30, 2022
**TABLE OF CONTENTS**

<table>
<thead>
<tr>
<th>ARTICLE I</th>
<th>RECOGNITION AND NO STRIKE PLEDGE</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>Recognition</td>
<td>1</td>
</tr>
<tr>
<td>B.</td>
<td>Representation Status</td>
<td>1</td>
</tr>
<tr>
<td>C.</td>
<td>Professional Staff</td>
<td>1</td>
</tr>
<tr>
<td>D.</td>
<td>No-Strike Pledge</td>
<td>1</td>
</tr>
<tr>
<td>ARTICLE II</td>
<td>DURATION OF AGREEMENT</td>
<td>1</td>
</tr>
<tr>
<td>ARTICLE III</td>
<td>COPIES OF AGREEMENT</td>
<td>2</td>
</tr>
<tr>
<td>ARTICLE IV</td>
<td>LEGAL RIGHTS</td>
<td>2</td>
</tr>
<tr>
<td>ARTICLE V</td>
<td>ASSOCIATION FACILITIES AND RIGHTS</td>
<td>2</td>
</tr>
<tr>
<td>A.</td>
<td>Use of Auditorium</td>
<td>2</td>
</tr>
<tr>
<td>B.</td>
<td>Use of School Space</td>
<td>2</td>
</tr>
<tr>
<td>C.</td>
<td>Use of Equipment</td>
<td>2</td>
</tr>
<tr>
<td>D.</td>
<td>Bulletin Board</td>
<td>2</td>
</tr>
<tr>
<td>E.</td>
<td>Mail Facilities</td>
<td>2</td>
</tr>
<tr>
<td>F.</td>
<td>Official Association Business</td>
<td>3</td>
</tr>
<tr>
<td>G.</td>
<td>Released Time for Association President</td>
<td>3</td>
</tr>
<tr>
<td>H.</td>
<td>Information</td>
<td>3</td>
</tr>
<tr>
<td>ARTICLE VI</td>
<td>MEETINGS AND COMMITTEES</td>
<td>3</td>
</tr>
<tr>
<td>A.</td>
<td>Meetings with Superintendent of Schools</td>
<td>3</td>
</tr>
<tr>
<td>B.</td>
<td>Role of Service on Committees</td>
<td>3</td>
</tr>
<tr>
<td>C.</td>
<td>Faculty Meetings</td>
<td>3</td>
</tr>
<tr>
<td>ARTICLE VII</td>
<td>DEDUCTIONS FOR PROFESSIONAL DUES</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE VIII</td>
<td>CALENDAR</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE IX</td>
<td>BOARD PREROGATIVE</td>
<td>4</td>
</tr>
<tr>
<td>ARTICLE X</td>
<td>HOURS AND ASSIGNMENTS</td>
<td>4</td>
</tr>
<tr>
<td>A.</td>
<td>Hours</td>
<td>4</td>
</tr>
<tr>
<td>B.</td>
<td>Monitors</td>
<td>5</td>
</tr>
<tr>
<td>C.</td>
<td>Schedules</td>
<td>5</td>
</tr>
<tr>
<td>D.</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>E.</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>F.</td>
<td>Notice of Prospective Assignments; Parent-Teacher Conferences; After-School Events</td>
<td>5</td>
</tr>
<tr>
<td>ARTICLE XI</td>
<td>TEACHING CONDITIONS</td>
<td>6</td>
</tr>
<tr>
<td>A.</td>
<td>Faculty Lounge</td>
<td>6</td>
</tr>
<tr>
<td>B.</td>
<td>Lunch Period</td>
<td>6</td>
</tr>
<tr>
<td>C.</td>
<td>Job Security and Maintenance of Standards</td>
<td>6</td>
</tr>
<tr>
<td>D.</td>
<td>Leaving Building During Prep Period</td>
<td>6</td>
</tr>
<tr>
<td>ARTICLE XII</td>
<td>PROFESSIONAL PLACEMENT</td>
<td>6</td>
</tr>
</tbody>
</table>
ARTICLE XIII

A. Voluntary Transfer ........................................... 6
B. Involuntary Transfer ........................................... 7
C. .......................................................................................

ARTICLE XIV

LEAVE ........................................................................... 7
A. Sick Leave and/or Personal Leave ....................... 7
B. Professional Leave............................................... 9
C. Leave of Absence Without Pay ...................... 9
D. Personal or Business Days .............................. 10
E. Compassionate Leave........................................ 11
F. .......................................................................................

ARTICLE XV

MENTORING ............................................................ 11

ARTICLE XVI

PROFESSIONAL BEHAVIOR .................................. 11
A. Compliance........................................................... 11
B. Professional Performance................................... 11
C. Infractions.......................................................... 11
D. Personnel File .................................................... 12

ARTICLE XVII

REDUCTIONS OR CONSOLIDATIONS .................. 13

ARTICLE XVIII

EDUCATIONAL POLICIES COUNCIL ..................... 13
A. Objective ............................................................ 13
B. Make-up of Council ........................................... 13
C. Meetings and Function .................................... 14

ARTICLE XIX

PROFESSIONAL RIGHTS & RESPONSIBILITIES .......... 14
A. .......................................................................................
B. Outside Activities ................................................. 14
C. Additional Instruction ....................................... 14
D. Medical Examination ........................................ 15

ARTICLE XX

TEACHER EVALUATION ........................................ 15
A. .......................................................................................
B. .......................................................................................
C. .......................................................................................
D. .......................................................................................
E. .......................................................................................
F. .......................................................................................

ii
ARTICLE XXI
TERMINAL LEAVE ............................................................... 15
A. Eligibility ........................................................................ 15
B. Compensation .................................................................. 16
C. Payment ......................................................................... 17

ARTICLE XXII
COMPENSATION AND FRINGE BENEFITS ....................... 17
A. Salary Schedules A, B, C, and D .................................. 17
B. Payroll Options ............................................................... 17
C. Salary Differentials....................................................... 17
D. Homebound Instruction ............................................... 18
E. Pension ........................................................................... 18
F. 403(b) Plan .................................................................... 19
G. 457 Plan ........................................................................ 19
H. Health Insurance ...................................................... 19
I. Dental Plan ................................................................... 20
J. Grade Chairperson........................................................ 20
K. Professional Development Assistance Committee... 21
L. NYSUT Benefit Trust..................................................... 21

ARTICLE XXIII
GRIEVANCE PROCEDURES .............................................. 22

ARTICLE XXIV
CONFLICT WITH STATUTES AND LAW ..................... 23

ADDENDUM A
Pre-K Teachers ................................................................. 25

ADDENDUM B
Part-Time Supplemental Reading & Math Teachers ........ 26

ATTACHMENT 1
Authorization to Deduct Association Dues ....................... 29

ATTACHMENT 2
Authorization to Cancel Deduction of Association Dues ... 30

SCHEDULE “A”
Salary Schedule 2018-2019 ............................................ 31

SCHEDULE “B”
Salary Schedule 2019-2020 ............................................ 32

SCHEDULE “C”
Salary Schedule 2020-2021 ............................................ 33

SCHEDULE “D”
Salary Schedule 2021-2022 ............................................ 34
AGREEMENT made this 5th day of July 2018, by and between the Floral Park-Bellerose UFSD and the Floral Park-Bellerose District Teachers' Association ("the Association") effective as of July 1, 2018.

1. The agreement between the parties made the 25th day of June 2018 is hereby extended in full force and effect to and including June 30, 2022, except as herein provided.

2. The salary schedules effective July 1, 2018, July 1, 2019, July 1, 2020 and July 1, 2021 are as shown on the attached Schedules A, B, C and D, respectively.

ARTICLE I RECOGNITION AND NO STRIKE PLEDGE

A. Recognition: The Association, having been designated as representative by a majority of the professional staff as defined in Par. "C" below, is hereby recognized as the exclusive negotiating representative of all members of the professional staff, provided, however, that such exclusive recognition shall not preclude an employee from presenting grievances to the Board or its representative(s), subject to the provisions of Article XIX below, and having such grievances adjusted without intervention of the Association, as long as the adjustment is not inconsistent with the terms of this collective Agreement, and, provided further, that the Association has been given the opportunity to be present at such adjustment.

B. Representation Status: The Association shall be entitled to unchallenged representation status for the maximum period permissible under Article 14 of the Civil Service Law.

C. Professional Staff: For purpose of this Agreement, the term "professional staff" is intended to refer, and does refer, to all full and part-time certified teaching personnel (including classroom teachers, guidance counselors, librarians, psychologists, social workers, and any other person or persons engaged as full time and part-time teaching personnel on the teachers' salary schedule), excluding administrative personnel.

D. No-Strike Pledge: The Association agrees to comply with all of the terms of Article 14 of the Civil Service Law as said Law is now in effect or may be hereafter amended, including that provision of the Law which precludes an employee organization from engaging in causing, instigating, encouraging or condoning a strike.

ARTICLE II DURATION OF AGREEMENT

This Agreement shall be effective and retroactive to July 1, 2018, and shall continue in full force and effect until June 30, 2022. All provisions of this agreement shall remain in full force and effect until such time as this Agreement is amended in writing by both parties. Thereafter, it shall automatically renew itself for periods of one year unless either party notifies the other in writing by certified mail no later than December 12, of the subsequent period that it wishes to amend and/or modify the Agreement.
ARTICLE III  COPIES OF AGREEMENT

An electronic copy of the 2018-2022 Collective Bargaining Agreement will be made available to all professional staff members within a reasonable period of time after it is signed, and will also be emailed to all newly hired professional staff members within a reasonable period of time after they are hired.

ARTICLE IV  LEGAL RIGHTS

Nothing contained in this Agreement shall be construed to deny or restrict to any member of the professional staff, or to the District, rights he, she or they may have under the New York State Education or Civil Service Laws, or other applicable laws of the State of New York. The District shall provide legal counsel to the members of the professional staff as required by law.

ARTICLE V  ASSOCIATION FACILITIES AND RIGHTS

A. Upon sufficient advance notice and approval of the Superintendent of Schools, the Association shall be permitted to use auditorium space for Association membership meetings prior to, or subsequent to, regular school hours, provided these meetings neither conflict with previously scheduled activities nor interfere with any educational program.

B. The Association shall be permitted to use, as an office for the transaction of official Association business only, a school building room to be designated by the Superintendent of Schools. It is understood, however, that use of this room shall not be exclusively that of the Association, and that installation and use therein of a telephone by the Association, if desired, shall be at the expense of the Association.

C. Subject to the approval of the Superintendent of Schools, reasonable use of equipment such as typewriters, calculating machines, certain duplicating machines and audio-visual equipment shall be made available to the Association. Such equipment shall be operated either by members of the Association or school personnel at the discretion of the Superintendent of Schools, and shall be confined to such times when the equipment is not needed for District purposes or at times that are otherwise reasonable. The Association shall pay for all material and supplies incident to the use of this equipment.

D. Bulletin Board Space: Space on Bulletin Board shall be reserved in the Main Office of each building in order to permit the posting by the Association, without prior censorship, approval or notification, of informational material of interest to the professional staff. Any such notice must be clearly labeled as an Association notice. Any notice which does not identify its source may be removed by the Administration.

E. Mail Facilities: The Association, without prior censorship, approval or notification, may use the existing intra-district mail service and teacher mail boxes, provided that all such communications are clearly labeled as Association communications. Copies of boxed material shall be sent to the Superintendent of Schools and Principal of each building at the time of boxing.
F. Official Association Business: Duly authorized representatives of the Association shall be permitted to transact official Association business on school property at times which in no way interfere with or interrupt their teaching obligations or the operations of the District.

G. Released Time for Association President: The Association President shall be excused from all non-teaching duty assignments during his/her term of office, including, but not limited to, cafeteria, playground, bus duties and other supervisory duties during after-school programs.

The President of the Teachers' Association or the President's designee shall be granted four days release time for Association business each school year. Effective July 1, 2019, this will be increased to five days. Effective July 1, 2020, this will be increased to six days. The President or designee may not personally utilize more than four of the available days in a school year.

Notification of the days to be taken must be submitted to the Superintendent of Schools three working days prior to the actual day being taken. The released time of the designee requires the prior approval of the Superintendent.

The Association will be given one hour, inclusive of all statutory requirements, of meeting time with new employees during the District's New Teacher Orientation Program, the timing of which will be subject to prior notice to and approval by the Superintendent of Schools or designee.

H. Information: Upon request and subject to availability, the Association shall be given access to the minutes (including reports annexed thereto or incorporated therein) of all public Board meetings, District census data, names and addresses of members of the professional staff (unless objected to by the professional staff member), the proposed budget at the time of public release, and such other information of the type previously furnished by the Board to the Association.

ARTICLE VI MEETINGS AND COMMITTEES

A. Meetings with Superintendent of Schools: The Superintendent of Schools will meet, if so requested, with Association representatives monthly during the school year (September through June).

B. Existing or future staff relations committees or principal advisory committees, or the equivalent, may not function in a manner intended to subvert the purpose of this Agreement or the rights of the Association. Existing or future officers, representatives, members, committees or equivalent of the Association shall not function in a manner intended to subvert the purposes of this Agreement or the rights of the Board.

C. General Faculty meetings called by the administration prior to the beginning of the teachers' workday or at the end of the teachers' workday shall be on the first and or the third Wednesday or Tuesday of the month except that the Principal (with the Superintendent of School's approval) or the Superintendent of Schools may hold an emergency meeting.
ARTICLE VII  DEDUCTIONS FOR PROFESSIONAL DUES

So long as the Association is the exclusive representative of the professional staff and so long as permissible by law, the District shall cause to be deducted from the semi-monthly check of professional staff members of the Association who submit dues check-off authorization (Attachment 1) in writing to the District, dues of the Association, in one amount to be determined by the Association in accordance with a written memorandum thereof to be filed by the Association with the District. The Association shall be permitted to make dues check-off authorization available through the schools. Any member of the professional staff may rescind and revoke such authorization by written notice (Attachment 2) to the Association and the Superintendent of Schools.

ARTICLE VIII  CALENDAR

Prior to reaching a decision as to the construction of the school calendar, the District, shall consult with the Association in connection therewith. Final decision as to the construction of the calendar in regards to holidays and vacations shall remain with the Board. The calendar will include a list of make-ups days in case of school cancellation and the order in which, if needed, they will be implemented.

The length of the work year for teachers shall not exceed 183 work days, plus one Orientation Day to be held following Labor Day and one Staff Development Day. The professional staff will join with the Superintendent in planning the program(s).

ARTICLE IX  BOARD PREROGATIVE

The establishment of policy is the prerogative of the Board.

This Agreement shall constitute the full and complete commitment between the parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

This Agreement shall supersede any policies, rules, regulations or practices of the Board which shall be contrary to or inconsistent with the terms of the Agreement.

Any individual agreement, arrangement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this Agreement.

ARTICLE X  HOURS AND ASSIGNMENTS

A.  Hours: The teaching day shall be six hours and thirty-five minutes, inclusive of both a thirty-five minute lunch period and a five minute non-instructional period at the beginning of the day to facilitate a prompt start of the instructional program.

None of the existing extra-curricular activities shall be discontinued as a result of extending the workday, directly or indirectly, whether paid for by money or compensatory time.
The teachers currently supervising extra-curricular activities shall continue to either be paid or receive compensatory time as scheduled. The employee may request a change from compensatory time to payment, or payment to compensatory time. The Superintendent shall grant such requests except for good reason.

No teaching position shall be eliminated or reduced as a result, directly or indirectly, of extending the work day.

B. Monitors: The use of Monitors will be utilized for playground and cafeteria duties and shall be consistent throughout the buildings.

C. Schedules: Schedules will be established to provide a minimum of either five preparation periods per week or a total of 190 minutes per week for all teachers. It is understood that routine scheduling of elementary school activities will occasionally result in the loss of a preparation period. A committee of teachers will meet with the Building Principal in order to minimize such losses.

There shall be two clerical half-days, one of which will be at the end of the school year.

D. There shall be an equitable distribution of non-teaching assignments.

E. Members of the teaching staff shall be relieved of bus and playground duties. Teachers, however, will be assigned the responsibility of duties on a rotating basis for bus duty.

F. Members of the professional staff shall be given written notice of their tentative schedules, building assignments and room assignments for the forthcoming regular school year not later than the first day of the last week of school for teachers in June of each year. In the event of changes in such schedules, building assignments, or room assignments, all members of the professional staff affected thereby shall be notified promptly and in writing of the changes. Upon the request of a professional staff member, the Superintendent of Schools or his/her agent shall review the changes, at the commencement of the school year in September, with the professional staff member. Every effort shall be made by the Administration to adhere to the schedules announced in June.

It shall be the responsibility of all teachers to be available for a maximum of four nights per school year for school functions. The four nights shall include: Curriculum Night, two evenings of supervision where volunteers will be sought first and one parent-teacher conference night which shall not exceed three hours in length. In implementing the evening parent-teacher conference, the preexisting practice of a half-day of instruction on one morning, followed by parent-teacher conferences that afternoon and all day the following day, shall be changed to consecutive half days of instruction in the morning, with parent-teacher conferences being held on the same day during the afternoon and evening and the following afternoon.
ARTICLE XI    TEACHING CONDITIONS

A. The District shall continue to make available and to maintain in each building a minimum of one room which shall be reserved for use as faculty lounge.

B. Members of the professional staff, if not on duty, shall be free to leave the school building during their lunch period.

C. Job Security and Maintenance of Standards: Working conditions and educational programs shall be maintained at existing standards or higher (at least one certified, professional staff member for each 21 students enrolled in the public schools), and shall not be reduced by virtue of this Agreement unless expressly stated herein, or for good, proper and compelling reasons. Any teacher whose position is eliminated shall be offered another position in the District if available, provided such teacher already has obtained certification in the new area of responsibility.

The offer of another position shall be limited to positions within the bargaining unit.

D. Upon approval of the principal, in an emergency situation, members of the professional staff may leave the school building during an assigned preparation period.

E. All employees will contemporaneously record the time and fact of their exit from and return to the building, by utilizing a dedicated email address to be provided by the District to the employees at the beginning of each school year. The database's contents may, at the District's discretion, be deleted at the end of each school day or be retained elsewhere, but the collected data will not be utilized for disciplinary purposes.

ARTICLE XII    PROFESSIONAL PLACEMENT

A. Voluntary Transfer

1. Teachers who desire a change in area or building assignment may file a written statement of such desire with the Building Principal, to be submitted to the Superintendent of Schools by April 1st.

2. No later than March 1st of each school year, the Superintendent of Schools shall post in all school buildings a list of anticipated vacancies which will occur during the following school year. This list will be updated every 15 days until the end of the year.

3. No definite assignment shall be given to new teachers employed in the school system until all pending requests for reassignment or transfer have been acted upon.

4. Should two or more teachers apply for the same position, with substantially equal qualifications and competency, the length of time taught in the area shall receive primary consideration in judging the requests.
5. In the determination of requests for voluntary reassignment and/or transfer, the wishes of the individual teacher will be honored to the extent that they do not conflict with the instructional requirements and best interests of the schools.

B. Involuntary Transfer

1. Notice of involuntary transfer or reassignment to another building or area of teaching shall be given to teachers as soon as practicable and under normal circumstances, no later than May 1.

2. When the need for an involuntary transfer or reassignment is known it shall be publicized. Volunteers from among those meeting the qualifications of the position will be given first consideration.

3. An involuntary transfer or reassignment will be made only after a meeting between the teacher involved and the principal, at which time the teacher will be notified of the reasons therefor. In the event that the teacher objects to the transfer or reassignment at this meeting, upon request of the teacher, the Association will be notified and the Superintendent of Schools will meet with the appropriate Teacher Interest Committee.

4. Other vacancies in the school system will be discussed with the teacher being involuntarily transferred or reassigned. Such teachers may request the position to which they desire to be transferred.

C. In both voluntary and involuntary transfer, the Superintendent of Schools shall notify the teacher of the disposition of the case before salary agreements are offered to the staff or May 1, whichever date occurs first. If the request for voluntary transfer is denied, reasons for the denial shall be given to the teacher.

ARTICLE XIII LEAVE

A. Sick Leave and/or Personal Leave

Twelve days Sick Leave per year, with unlimited accumulation, will be granted to each member of the professional staff for purposes of Sick Leave and/or Personal Leave, or the serious illness of the professional staff member’s spouse, children or parents, provided such spouse, children or parents are dependents of the professional staff member or dependent upon him/her, or used for business purposes as defined in sub-Par. “D”. Sick/personal leave allotments will be prorated at 1.2 days per completed month of service during the school year per month for members of the professional staff hired after September 1, as well as for members of the professional staff who retire or resign prior to June 30.
Teachers can accumulate days as indicated in the following schedule:

<table>
<thead>
<tr>
<th>Absences</th>
<th>Total Accumulated Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>11</td>
</tr>
<tr>
<td>1</td>
<td>13</td>
</tr>
<tr>
<td>0</td>
<td>15</td>
</tr>
</tbody>
</table>

In addition, professional staff members, who have completed three years of service to the District, shall be granted “catastrophic” Sick Leave equivalent to their accumulative Sick Leave (to a maximum of 200 days) for extended illness or unavoidable accidents.

In regard to catastrophic sick leave, if there is a disagreement between the District Medical Examiner and the teacher’s doctor, an impartial medical doctor shall be appointed by mutual agreement to make the decision.

Further extension of Sick Leave shall be at the discretion of the Board.

1. Members of the professional staff who become sick with mumps, measles, chicken pox, German measles, or any other contagious disease contracted from exposure to children in the District shall be granted Sick Leave for up to 90 calendar days without deduction from their Sick Leave.

2. Members of the professional staff, absent as a result of injuries on the job shall be paid for such absences without deduction from Sick Leave. Any monies received as reimbursement for absent time, through compensation or lawsuit, shall be given to the District.

3. Inasmuch as continuous incidental absence is not conducive to providing children with a proper education, the District reserves the right to take the appropriate action relative to a professional staff member’s absence and to seek the necessary means of correcting the situation.

The School District encourages teachers to maintain good attendance so as to maintain quality education to our children. The School District may utilize the following steps to help teachers maintain a satisfactory attendance record or to correct a developing pattern of poor attendance:
(a) Maintain a list of absences and reasons for absence.

(b) Conduct an investigation as to the reasons for frequent absence and make recommendations to the teachers to improve attendance.

(c) Hold a discussion with a teacher(s) who has a high frequency of absence.

(d) The District reserves the right to take other appropriate action in accordance with the law.

B. Professional Leave

Application for professional leave for teachers to attend education programs, institutes, workshops and conferences shall be made and submitted to the Building Principal (for approval by the Superintendent of Schools). All reasonable expenses of such attendance shall be compensated by the District.

C. Leave of Absence Without Pay

1. Members of the professional staff who have given three years of service to the District shall be eligible to take leaves without pay, not in excess of one (1) year in length, for purpose of rest, restoration of health, or the alleviation of hardship involving themselves or their immediate family. Except in an emergency situation, at least three months' prior written notice to the Superintendent must be provided of the need for a leave. Leaves of absence pursuant to this provision may not be taken immediately preceding or following a pregnancy/childcare leave of absence except in extenuating circumstances approved in advance by the Superintendent of Schools.

2. Upon request, any member of the professional staff shall be granted a leave of absence without pay, not to exceed one academic year in length, for reason of pregnancy and/or child care. If a unit member works six months or more in an academic year, the balance of that academic year will not count toward the two-year maximum period of leave under this clause. No later than three months prior to the scheduled termination of the leave, (e.g., June 30 means no later than April 1) the member may request of the District that the leave be extended for one more year. Such a request shall be granted. Except in an emergency situation, at least three months' prior written notice to the Superintendent must be provided of the need for a leave.

It is understood that after a member of the professional staff has returned to work, he/she will be eligible for further childcare/pregnancy leaves upon the birth of another child. The leave must be taken contiguous to the birth of the child or the expiration of FMLA leave, whichever is later.

It is understood that paid or unpaid FMLA leave does not count as time worked for purposes of this clause.
(a) Members of the professional staff planning to return from a pregnancy and/or child care leave must notify the District, in writing, no later than April 1.

Return to duty shall be at the salary schedule step for which the professional staff member was eligible when the leave commenced and, where practicable, shall coincide with the beginning of a school term and shall involve the same or comparable position.

(b) It shall be the duty of a professional staff member who has reported the pregnancy, or who is on pregnancy or child care leave, to advise the Superintendent of Schools of an interrupted pregnancy or stillbirth.

(c) The provisions of this section, where pertinent, shall apply to members of the professional staff adopting a child.

D. Each member of the professional staff shall be entitled, if needed, to Personal or Business days, being defined as follows:

1. Legal Matters
   House closings; income tax hearing, adoption proceedings; and court appearances

2. Ceremonies
   Graduation of professional staff member, spouse or child; day of wedding ceremony; Confirmation.

3. Education
   Required educational examinations related to District-held or desired position; required visits by parents to colleges.

4. Religious Observances
   Religious holiday observances of the professional staff member’s particular faith not provided for in the regular school calendar

5. Funerals
   Attendance at funeral services of a person, other than in the immediate family (see Section “E” below), the nature of whose prior relationship to the professional staff member warrants such attendance.

6. Any other reason deemed valid by the Superintendent of Schools, acting at his/her discretion.
7. Except in the case of extenuating circumstances and where possible, at least one day's notice shall be given prior to taking personal leave.

E. Compassionate Leave

Each member of the professional staff shall be entitled, if needed, to five days compassionate leave for each death in the immediate family. For purposes of this provision, "immediate family" shall include spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, and other permanent members of the immediate household. Effective July 1, 2018, grandparents will also be included in the definition of "immediate family." In addition, if needed and available, additional days to be charged to the professional staff member's Sick-Personal leave, with the Superintendent's pre-approval.

ARTICLE XIV MENTORING

Mentors shall be selected by a joint District-Association Committee [two members from each group] who will recommend candidates to the Superintendent for a final decision. Mentors shall each receive a stipend of $1,144 per mentee for the school year. Effective July 1, 2018, this stipend will be increased to $1,153. Effective July 1, 2019, this stipend will be increased to $1,162. Effective July 1, 2020, this stipend will be increased to $1,171. Effective July 1, 2021, this stipend will be increased to $1,183.

ARTICLE XV PROFESSIONAL BEHAVIOR

A. Members of the professional staff are required to comply with rules, regulations and directives adopted by the Board or its representatives, provided that the implementation of such rules, regulations or directives do not threaten their physical safety or well-being.

B. The Association recognizes that abuse of Sick Leave or other leaves, chronic tardiness or absences, deficiencies in professional performance, and other violations of this agreement, the By-Laws and regulations of the Board by professional staff members reflect adversely upon the profession and create undesirable conditions in the District. Accordingly, the Association shall use its best efforts to correct breaches of professional behavior by any member of the professional staff. Action by the Association shall not, however, be deemed a condition precedent to action by the Board.

C. All reprimands, warnings or disciplinary action for any alleged infraction of this agreement, the policies, By-Laws and regulations of the Board shall be administered privately, provided, however, that the professional staff member shall have the opportunity, if he she so desires, to request the presence of a representative of the Association at such time. If the professional staff member has a representative present, the administration may have one too. If a written memo thereof is to be made and included in the record of the professional staff member, the professional staff member shall have the opportunity to review the memo and to note his her comments thereon within 30 calendar days of receipt.
D. A teacher will have the right to grieve all alleged inaccurate or false materials placed in the teacher's personnel file. The teacher shall have the right to request the photostating of all documents in the teacher's personnel file. All documents shall be dated. The teacher shall be given a copy of any document prior to the inclusion of said document into the teacher's file.

ARTICLE XVI  PROFESSIONAL IMPROVEMENT

A. Any teacher who satisfactorily completes a course at an accredited college or university shall be eligible to apply for additional compensation in conformity with the salary schedule set forth in this Agreement. Correspondence and on-line courses shall have the prior approval of the Superintendent. Such salary adjustments will be made annually at the regular Board meeting in October, retroactive to September.

B. Arrangements shall be made for after-school courses, in-service programs, educational projects, such as curriculum work, surveys, research projects, consultant projects, and other programs designed to improve the quality of instruction. The District shall participate fully in relevant BOCES affiliated in-service courses. Every effort will be made to obtain people of the highest qualification to participate in the presentations of such programs.

C. Teachers who undertake in-service education shall receive credit toward their salary increment. A maximum of six in-service credits will be granted within each 15 points claimed for salary credit.

In-service courses conducted by the District shall receive the same credits as college courses for salary purposes.

D. If a college does not provide a tuition waiver to a cooperating teacher for satisfactory service rendered to a student teacher, the cooperating teacher shall receive three in-service credits toward a salary increment.

E. The District shall cooperate with and encourage programs of open visitation and communication with other school districts.

F. Professional Instructional Improvement Program - Teachers who possess permanent certification and/or are tenured shall be eligible to participate in a professional instructional improvement program at an accredited institution, a BOCES school, school district curriculum improvement programs and private educational institutions, which take place during evening hours, and/or during the Summer and/or any approved in-service program. The sum of money will be paid directly to the teacher subject to the following conditions:

1. The teacher makes application to the school district by May 15 for Summer courses, September 10 for courses offered in Fall Semester, and December 15 for Spring Semester. Teachers planning to engage in a school district Curriculum Improvement Program must first consult and secure prior approval of their program(s) from the Superintendent of Schools, therefore making application by June 1.
2. Those applicants with the greatest years of seniority in the district shall be given preference in receiving compensation for courses and fees at an accredited institution, BOCES, and school district in-service programs. Preference for the above-mentioned benefits shall be given in the following order:

(a) No previous receipt of compensation  
(b) Seniority

The Superintendent of Schools shall make the final decision as to the programs to be offered and the teachers who will work in said professional improvement programs.

3. Payment shall be made to the teacher within 30 days of the presentation of the transcript to the Superintendent and/or completion of the school district Curriculum Improvement Program.

4. The District shall expend a total sum of $11,800 per year for college or university courses, sponsored institutes and in-service courses as described above, except that college or university courses and sponsored institutes shall be limited to 14 teachers per year at $600 per college or university course or sponsored institute. All other courses will be capped at $425. These courses shall not be used for advancement on the salary guide effective for all courses approved for reimbursement after September 1, 2009.

The District shall offer at least three in-service programs and other activities as described under Section B above. A teacher shall be permitted to take a maximum of three credits of college - university courses and/or in-service courses and other activities as described in Section B above per semester (September - January) or (February - August). In effect summer courses shall be considered to be in the second semester (February - August) of the school year.

ARTICLE XVII  REDUCTIONS OR CONSOLIDATIONS

Should the necessity arise for reductions in professional staff personnel, or should it be determined that this District shall be consolidated with other districts or portions thereof, the District will notify the Association of such a decision and consult with it concerning the effects of such reduction or consolidation. Final decision as to the reduction or consolidation, including the manner in which such shall be effectuated and the effects thereof, shall rest with the Board.

ARTICLE XVIII  EDUCATIONAL POLICIES COUNCIL

A. The objective of the Educational Policies Council is the continued overall improvement of the educational program of the District. The Council will accomplish this objective by studying, evaluating, conducting research on various aspects of the total educational program, and summarily making recommendations to the Superintendent of Schools, who will present them to the Board, if Board action is necessary.

B. 1. The Educational Policies Council shall be made up of equal numbers of Association members from each level of each school.
2. The President of the Association, or his/her designee, shall be a member of the Educational Policies Council.

3. The Executive Board of the Association shall oversee the procedure for the selection of members of the Council.

C. 1. The Educational Policies Council shall meet with the Superintendent of Schools on a regular monthly basis, or at any other times as are necessary.

2. The Council shall conduct its own meetings on a regular basis, or as the need arises.

3. The Council shall be empowered to set up sub-committees to study any problems of merit. The sub-committee shall bring its recommendations to the full Council who will then present them to the Superintendent of Schools.

4. The Council shall take part in all deliberations affecting changes of educational policy.

ARTICLE XIX PROFESSIONAL RIGHTS & RESPONSIBILITIES

A. The District's educational program is keyed to the preparation of students for intelligent and meaningful participation in a democratic society. The District and the Association agree that academic freedom is essential to the fulfillment of this purpose.

Accordingly, it is agreed that teachers shall have the right to introduce and explore new material and techniques, provided only that the material and the manner in which it is presented are in good taste, appropriate to grade level and relevant to course content. It is further agreed that, prior to the introduction of such new material and new techniques, the teacher shall discuss the matter with the Building Principal.

If there is a difference of opinion upon any of these issues, which cannot be satisfactorily resolved between teacher and administrator, the matter may be referred to the Educational Policies Council for mediation.

B. With respect to their own outside activities, teachers shall be entitled to full rights of citizenship, and no religious nor lawful political or economic activity of any teacher, nor the lack of such activities, shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of a teacher is not within the appropriate concern or attention of the District, provided that the teacher conducts himself in accordance with the standards set forth in the Education Law.

C. Teachers shall honor requests by the Administration to provide additional individualized instruction to pupils, when needed, up to a maximum of one hour per week. Such instruction may be given before or after school.
D. Any routine medical examination, immunization or chest x-ray required by the District for a new employee and/or by a probationary teacher eligible for a tenure appointment shall be reimbursed by the District for fees not to exceed $40. The teacher(s) shall have the right to select a physician of their choice. The teacher has the right to avail themselves of the services of the school physician at no cost to the individual.

Whenever the District requires a teacher to submit to a medical examination by a physician of the District's choice in order to determine the physical or mental capacity of such teacher to perform his/her duties, the teacher shall be entitled to be accompanied by a physician or other person of his/her choice. The District shall pay the full cost of this medical examination.

**ARTICLE XX TEACHER EVALUATION**

A. The work performance of all teachers shall be evaluated in writing. Evaluations shall be based upon observations of the teacher in the performance of his/her duties.

B. The Educational Policies Council will study, evaluate, conduct research and recommend an evaluation procedure and form(s) to be used.

C. The evaluator will discuss his/her observations with the teacher observed and will furnish him/her with a copy of the classroom observation as soon as possible after the observation has been completed.

D. Evaluations shall be made on a professional level by administrators.

E. An annual evaluation of the teaching services of each tenured teacher shall be prepared by the administrator. A semi-annual evaluation of the teaching services of each non-tenured teacher shall be prepared by the administrator. Such evaluations shall be completed by February 15 and June 15, for non-tenured teachers and by June 1, which may be extended for tenured teachers to June 15 in extenuating circumstances, except for those tenured teachers whom the District knows by June 1, based upon observations if all other relevant data is not yet available, are being rated as developing or ineffective. The teacher shall receive a copy of his/her annual evaluation and discuss it with the administrator.

F. Teachers may append their comments to observation reports or annual evaluations for inclusion in their personnel folders.

**ARTICLE XXI TERMINAL LEAVE**

A. Eligibility

(1) The teacher is eligible for service retirement and meets the necessary requirements for such retirement as defined by the New York State Teacher's Retirement System.
(2) The teacher submits and duly executes an application for retirement, or a letter of intent to vest retirement benefits, or a letter to resign.

(3) The benefits described below shall be available to teachers who resign after 20 years of service in the School District who have submitted a letter of resignation and shall be available to teachers age 55 and older with no less than 10 years of service in the School District who have submitted and duly executed an application to retire or a letter of intent to vest retirement benefits. Said correspondence must be submitted to the Superintendent of Schools PRIOR TO FEBRUARY 1 of the school year in which the teacher intends to retire or resign.

B. Compensation

All unused sick leave shall be cumulative for purposes of a terminal payment upon the teacher’s resignation or retirement.

Such payment shall be calculated on the basis of 1/200 of the annual salary of the teacher during his/her last year of service for each 25% of accumulated leave with a cap of 225 days. Effective July 1, 2018, any employee who is or was first eligible for the benefits set forth in this provision on or before June 30, 2019; i.e., is a minimum of 55 years of age with 30 years of credited service or is a minimum of 62 years of age with a minimum of 10 years of credited service, and who in fact retires into the TRS effective on June 30, 2019, will receive a payment calculated on the basis of 1/200 of the annual salary during his/her last year of service for 40% of accumulated sick leave with a cap of 225 days. In addition, the February 1 notification deadline set forth in Article XXI(A)(4) will be extended to March 1 solely for the 2018-2019 school year. Effective July 1, 2019, any employee who is first eligible for the benefits set forth in this provision during the period July 1, 2019-June 30, 2020; i.e., is a minimum of 55 years of age with 30 years of credited service or is a minimum of 62 years of age with a minimum of 10 years of credited service, and who in fact retires into the TRS effective on June 30, 2020, will receive a payment calculated on the basis of 1/200 of the annual salary during his/her last year of service for 40% of accumulated sick leave with a cap of 225 days. Effective July 1, 2020, any employee who is first eligible for the benefits set forth in this provision during the period July 1, 2020-June 30, 2021; i.e., is a minimum of 55 years of age with 30 years of credited service or is a minimum of 62 years of age with a minimum of 10 years of credited service, and who in fact retires into the TRS effective on June 30, 2021, will receive a payment calculated on the basis of 1/200 of the annual salary during his/her last year of service for 40% of accumulated sick leave with a cap of 225 days. Effective July 1, 2021, any employee who is first eligible for the benefits set forth in this provision during the period July 1, 2021-June 30, 2022; i.e., is a minimum of 55 years of age with 30 years of credited service or is a minimum of 62 years of age with a minimum of 10 years of credited service, and who in fact retires into the TRS effective on June 30, 2022, will receive a payment calculated on the basis of 1/200 of the annual salary during his/her last year of service for 40% of accumulated sick leave with a cap of 225 days. This provision will sunset, and be of no further force and effect, as of 11:59:59 p.m. on June 30, 2022.
C. Payment

(1) The District shall make payment of these benefits on July 31 following the last day of the school year in which application was made for said benefits.

(2) In the event the teacher should die after submitting and duly executing the application for retirement, or the letter of intent to vest retirement benefits, or a letter to resign, the payment of said benefits shall be made to the beneficiary(s) of said deceased teacher(s).

ARTICLE XXII COMPENSATION AND FRINGE BENEFITS

A. The professional staff shall be compensated, for the duration of this Agreement, in accordance with the Salary Schedules provided for in Schedules “A”, “B”, “C” and annexed hereto.

In addition, steps 17, 19, and 21-24 will be unfrozen and converted to equidistant steps between steps 16 and 18, steps 18 and 20, and steps 20 and 25.

Three pre-steps with reduced starting and subsequent years’ salaries will be added to the salary schedule. In each subsequent school year, pre-steps P1 and P3 will be increased by the percentage annual across-the-board wage increase and pre-step P2 will be recalculated so that it is equidistant between pre-steps P1 and P3.

A District substitute who takes over the class of another teacher for a term or more, when that teacher is out on Leave of Absence without pay, shall be placed on the P1 Step BA and advance to the next step on the Salary Schedule for each year of service as a substitute in this school district.

B. The teachers shall have the option of selection paychecks on the 1/20 or the 1/24 plan during the school year. The teacher may change the paycheck plan by notifying the Superintendent of Schools in writing by August 30.

C. Salary Differentials

For personnel placed on the Teaching Salary Schedule, a differential may be paid to a person who spends extra time, or performs additional duties and assumes responsibility for such approved activities while he/she holds that responsibility or performs that extra work. Payment for personnel involved in these activities shall be made in one check on or before the following July 15.

Each proposal for extra time will be reviewed and classified into one of four categories as determined by the Superintendent of Schools.
I - 76-100 hours

Minimum $1,618, maximum-$2,089-2017-2018  
Minimum $1,630, maximum-$2,105-2018-2019  
Minimum $1,642, maximum-$2,121-2019-2020  
Minimum $1,654, maximum-$2,137-2020-2021  
Minimum $1,671, maximum-$2,158-2021-2022

II - 51-75 hours

Minimum $1,010, maximum-$1,618-2017-2018  
Minimum $1,018, maximum-$1,630-2018-2019  
Minimum $1,026, maximum-$1,642-2019-2020  
Minimum $1,034, maximum-$1,654-2020-2021  
Minimum $1,044, maximum-$1,671-2021-2022

III - 30-50 hours

Minimum $709, maximum-$1,010-2017-2018  
Minimum $714, maximum-$1,018-2018-2019  
Minimum $719, maximum-$1,026-2019-2020  
Minimum $724, maximum-$1,034-2020-2021  
Minimum $731, maximum-$1,044-2021-2022

IV - Mini Club

$674-2017-2018  
$679-2018-2019  
$684-2019-2020  
$689-2020-2021  
$696-2021-2022

All extra time proposals must be submitted by October 1st for review.

D. Homebound Instruction

Effective 7/1/17 $63.95 per hour  
Effective 7/1/18 $64.43 per hour  
Effective 7/1/19 $64.91 per hour  
Effective 7/1/20 $65.40 per hour  
Effective 7/1/21 $66.05 per hour

E. Pension

A non-contributory New York State Retirement provided, except as required by Law.
The Board of Education will authorize a plan for teachers in accordance with provisions of Section 403(b) of the Internal Revenue Code. This section shall be pursuant to the terms and conditions of the Memorandum of Agreement executed by the parties on June 13, 2005 and the terms and conditions of a hold harmless agreement.

G. 457 Plan

Employees will be permitted to participate in the District’s Section 457 tax sheltered annuity program. An employee utilizing this Program must first execute an indemnification agreement prepared by the District pursuant to which the employee will indemnify and save and hold the District and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employee") harmless against any and all claims, demands, suits or other forms of liability which may arise out of, or by reason of, any action taken or not taken by the District or any of its employees for the purpose of complying with this provision and State law, except any actions that may arise out of criminal and/or tortious acts or omissions on the part of the District or its employees that are not attributable to an act or omission by the employee or the employee’s agents.

H. Health Insurance

Available to eligible employees under the New York State Health Insurance Plan. The teachers shall contribute to the health insurance premiums in the following amounts: 20%.

If two employees are currently receiving (or are eligible to receive) family health benefits through the District, only one will be permitted to continue to receive family level coverage. The employee whose coverage changes from family to individual coverage will not be entitled to the health insurance buyout. If the employee chooses to decline to receive individual coverage, then the employee will be eligible for the buyout of the individual coverage. The employee may reinstate coverage in the event of an emergency causing the loss of the other employee’s health insurance, consistent with the rules and regulations of the health insurance plan and applicable laws and regulations.

The district shall adopt an IRC Section 125 Plan which shall include and shall be limited to premium conversion and health insurance buyouts as set forth in Article XXII(G) of the collective bargaining agreement.

In addition, any teacher who has a spouse who also has family health insurance plan coverage with any private or public employer may, at the teacher’s option, choose to drop coverage under the New York State Health Plan. A teacher may opt to receive a $2,000 cash benefit. This option will be exercised on a yearly basis.

Any teacher who is a dependent on a family member’s health insurance plan may, at the professional staff member’s option, choose to drop coverage under the NYSHIP and receive a $2,000 cash benefit. This option will be exercised on a yearly basis. A professional staff member...
wishing to reenroll in NYSHIP prior to the end of the buyout period must provide the District with adequate documentation establishing his/her eligibility to re enroll.

The teacher shall give the Superintendent of Schools at least 30 calendar days' written notice, but in no event later than December 1st, of intent to select this option.

The teacher will have the right to terminate the buyout and reapply for coverage under the New York State Health Insurance Plan by submitting a written request to the Superintendent of Schools that the teacher desires coverage under the New York State Health Insurance Plan in accordance with the regulations of said plan. Before selecting this plan, the teacher is advised to first consult with the administrators of the New York State Health Insurance Plan to determine if any adverse conditions may result from a teacher dropping and/or re-entering said New York State Health Insurance Plan.

If either party proposes a change in the Insurance Carrier that will provide coverage and benefits for employees, retirees and dependents comparable to existing coverage and benefits at cost equal to or less than current cost, then neither party shall arbitrarily reject same but shall give such proposal full and due consideration; and upon mutual consent shall effectuate an appropriate change in the Insurance Carrier.

I. Dental Plan

The District Dental Plan will offer three options: the current Plan (Plan III) will continue and the District will provide for 100% of the cost for coverage; the District will offer High Option I (Plan V) where the District will pay 70% of the cost for coverage; and the District will offer High Option II (Plan VI) where the District will pay 60% of the cost for coverage. The District shall adopt an IRC Section 125 Plan which shall include dental insurance premiums.

If two employees are currently receiving (or are eligible to receive) family dental insurance benefits through the District, only one will be permitted to continue to receive High Option I Plan V coverage.

J. Grade Chairperson

The Board recognizes a Grade Chairperson for each grade at each school, K-6, and other Chairpersons as appointed by the Superintendent of Schools and approved by the Board of Education. The selection of a teacher to this position shall be the right and function of each Building Principal and he/she shall also possess the authority to change or remove a teacher from this position. Compensation for the Grade Chairperson is $1,750 (This agreement satisfies the District's duty, if any, to negotiate with the Association regarding the duties and responsibilities to be assigned to Grade Chairpersons effective July 1, 2018) to be paid in 20 or 24 equal semi-monthly periods – September to June - the same as salary payments.

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018/19</td>
<td>$1,750</td>
</tr>
<tr>
<td>2019/20</td>
<td>$1,763</td>
</tr>
<tr>
<td>2020/21</td>
<td>$1,776</td>
</tr>
<tr>
<td>2021/22</td>
<td>$1,794</td>
</tr>
</tbody>
</table>
K. Professional Development Assistance Committee

A Professional Development Assistance Committee will be established and operate as a panel consisting of two teachers and the respective building principal in each of the District's school buildings.

Such panel shall be presented cases to be reviewed at a time after which the building principal has made all his or her observations and evaluations and has determined that the teacher needs improvement in two or more areas or is unsatisfactory in some area of his or her performance.

Such panel will first determine if (1) the teacher does or (2) the teacher does not need assistance. If the panel agrees with the determination of the building principal, an improvement plan will be developed. Strategies utilized to foster improvement shall include, but not be limited to: teacher support groups, collegial assistance, specifically selected in-service courses or college courses; counseling or intervention by the instructional assistant.

The panel recommendation/improvement plan shall be submitted to the Superintendent of Schools for implementation at his/her discretion.

The stated mission of the Professional Development Assistance Committee shall be the enhancement of the overall teaching skills and teaching techniques of the identified professional staff member needing assistance.

The identification of staff and the development of an improvement plan will be a joint effort of the professional teaching staff, the administrative team, and the subject teacher. Participation by the teacher who the panel has determined needs assistance shall be voluntary.

The panel selection shall be made by the Superintendent of Schools, at his/her discretion, from a list of prospective candidates presented by the President of the Floral Park-Bellerose District Teachers' Association.

The recommendations and actions of the committee and its component panels shall not be admissible as evidence in any disciplinary proceeding pursuant to Education Law 3020-a against the teacher determined to be in need of assistance.

The provisions of this article shall not exclude any collateral, administrative or supervisory corrective action.

L. NYSUT Benefit Trust

Teachers will have the option of selecting a payroll deduction for participation in the NYSUT benefit trust.
ARTICLE XXIII  GRIEVANCE PROCEDURES

The Grievance Procedures applicable to grievances arising during the duration of this Agreement are set forth as follows:

In order to maintain a harmonious and cooperative relationship between this Board of Education and the teachers, the following procedure shall be utilized by the Teachers' Association for the settlement of certain differences or misunderstandings:

The Association may present grievances free from coercion, interference, restraint, discrimination or reprisal.

"GRIEVANCE" shall mean any claimed violation, misinterpretation or inequitable interpretation or inequitable application of any term or provision of this Agreement.

"SUPERVISOR" shall mean any person, regardless of title, who is assigned to exercise any level of supervisory responsibility over employees.

Every employee shall have the right to present his or her grievances at the initial two stages and the grievance procedures established herein provide the right to be represented by the “Teachers' Grievance Committee” or by its respective counsel at all stages thereof when the Teachers' Grievance Committee determines that the grievance has merit. It shall be a fundamental responsibility of supervisors at all levels to consider promptly and take appropriate action upon grievances presented to them by employees under their supervision.

The Association shall oversee the selection of a three member “Teachers' Grievance Committee.” All members shall be on tenure. The purpose of this committee is to assist any teacher who may have a grievance and to advise the teacher if the grievance merits further procedures. If a member of this committee has a grievance herself, a replacement, pro temp, would have to be decided upon by the teaching staff. The Teachers' Grievance Committee shall have the right to be present at all procedural stages.

The procedural stages shall be as follows:

FIRST PROCEDURAL STAGE

A unit member is to present a grievance to the “Teachers' Grievance Committee.” If the grievance is not resolved, the aggrieved employee and/or the Teachers' Grievance Committee will present the grievance to the Building Principal.

SECOND PROCEDURAL STAGE

If the grievance is not resolved at the First Procedural Stage, the aggrieved employee and/or the Teachers' Grievance Committee and the Building Principal shall each submit to the Superintendent of Schools a written statement setting forth the specific nature of the grievance and the facts relating thereto. The Superintendent of Schools shall hold an informal hearing at
which the employee or the Teachers' Grievance Committee, or both, may appear and present oral and/or written statements. The determination of the second stage of such grievance proceedings shall be made by the Superintendent of Schools.

THIRD PROCEDURAL STAGE

If the grievance is not resolved at the Second Procedural Stage, or if no decision has been rendered within the specified time limit, only the Association through the Teachers' Grievance Committee may submit the grievance to the advisory arbitration through the American Arbitration Association ("AAA") in accordance with its rules and regulations by written notice to AAA and the Board of Education through the Superintendent of Schools within 15 school days of the decision at the Second Procedural Stage. There shall be one arbitrator selected to hear the grievance. The decision rendered by the AAA arbitrator shall be advisory only and shall not be binding upon the Board of Education and the Superintendent. The advisory decision shall be transmitted to the Board of Education which shall be the final arbiter of any grievance. All costs and fees of the American Arbitration Association and its arbitrator shall be borne equally by the District and the Association.

The Building Principal and Superintendent of Schools, are to have full authority and responsibility to settle grievances or misunderstandings which exist that are inconsistent with policies and regulations of the Board of Education now in full force and effect.

In order to insure prompt consideration and determination of employee grievances, 10 school days shall be the maximum time allowable for each procedural stage except as otherwise noted.

ARTICLE XXIV CONFLICT WITH STATUTES AND LAW

In the event that any provision hereof is in conflict with law or any statute now or hereafter in effect, the law or statute shall prevail, but the balance of this Agreement shall remain in full force and effect.

All provisions of the Agreement, unless changed by amendment, addition or deletion, as herein before noted, shall remain in full force and effect and the parties hereto hereby ratify and confirm all of the other terms and provisions of said Agreement as modified herein.
IN WITNESS WHEREOF, the parties have hereunto duly executed this Agreement the
day and year first above written.

FLORAL PARK-BELLEROSE UNION FREE
SCHOOL DISTRICT

By Michael Dr
Superintendent of Schools

FLORAL PARK-BELLEROSE DISTRICT
TEACHERS' ASSOCIATION

By Heather Leary
President
ADDENDUM “A”


The salary for pre-kindergarten teachers shall be as follows:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>$236</td>
<td>$238</td>
<td>$240</td>
<td>$242</td>
</tr>
<tr>
<td>Step 2</td>
<td>$254</td>
<td>$256</td>
<td>$258</td>
<td>$261</td>
</tr>
<tr>
<td>Step 3</td>
<td>$281</td>
<td>$283</td>
<td>$285</td>
<td>$288</td>
</tr>
</tbody>
</table>

The number of sick days shall be five days.

The school day shall consist of five hours. Each a.m. and p.m. session shall be two and one-half hours.

Health Insurance: Pre-k teachers will have the option of enrolling in health insurance - the district contributing 50% - the employee contributing 50%. There will be no “buy back” option.

Holidays: Four holidays (Thanksgiving Day, Christmas Day, President’s Day and the first day of Spring Recess) are granted to pre-kindergarten teachers, except for teachers assigned to work five days a week throughout the year, who receive 10 holidays per year.

Work Year: is at the District’s discretion, but may not exceed the teacher work year set forth in Article VIII.
ADDENDUM “B”

The terms and conditions for the Part-Time Certified Supplemental Reading Teachers and Part-Time Certified Supplemental Math Teachers (hereafter “Employees”) will be as follows:

a. Salary:
   i. Hourly Rate:
      1. Employees appointed to the position of Part-Time Certified Supplemental Reading Teacher or Part-Time Certified Supplemental Math Teacher on or before October 9, 2001 will be paid at the rate of $52.61 per hour.
      2. Employees appointed to the position of Part-Time Certified Supplemental Reading Teacher and Part-Time Certified Supplemental Math Teacher after October 9, 2001 and on or before June 30, 2015 will be paid at the rate of $35 per hour.
      3. Employees appointed to the position of Part-Time Certified Supplemental Reading Teacher and Part-Time Certified Supplemental Math Teacher on or after July 1, 2015 will be paid at the rate of $30 per hour.
   ii. Effective July 1, 2018, the Employees’ regular hourly rates will be increased by 0.75%. Effective July 1, 2019, the Employees’ regular hourly rates will be increased by an additional 0.75%. Effective July 1, 2020, the Employees’ regular hourly rates will be increased by an additional 0.75%. Effective July 1, 2021, the Employees’ regular hourly rates will be increased by an additional 1%.

b. Hours of Work:
   i. Four and one-half hours per day. There is no lunch break.
   ii. Effective January 14, 2019, four and one-half hours per day or 22.5 hours per week. There is no lunch break. The District may, in its sole, non-reviewable discretion, offer additional hours of work beyond 22.5 hours per week on an as-needed basis. The additional work hours will be paid at the employee’s regular rate of pay. If the additional work hours result in the employee working more than six consecutive hours in a school day, then the employee will receive an unpaid lunch break, which will be scheduled by the Building Principal. The performance of additional work hours will not be construed as converting the position to full-time.

c. Work Year:
   i. The work year begins the third week of September, or earlier later as determined by the Superintendent in his sole, non-reviewable discretion, and ends after the first week of June, or earlier later as determined by the Superintendent in his sole, non-reviewable discretion.

d. Sick Leave and/or Personal Leave:
   i. Employees are entitled to five sick leave and two personal leave days per year, for purposes of Sick Leave and/or Personal Leave, or the
serious illness of the employee’s spouse, children or parents, provided the spouse, children or parents are dependents of the Employee. Sick and/or Personal Leave days may not be carried over into the subsequent school year.
e. Bereavement Leave:
i. Employees are entitled to, if needed, five bereavement leave days for each death in the immediate family. For purposes of this provision, “immediate family” will include the employee’s spouse, children, parents and siblings. Employees are also entitled to, if needed, three bereavement leave days for the death of a grandparent, mother-in-law, father-in-law or other permanent members of the employee’s household.
f. Preparation Period:
i. Schedules will be established to provide preparation periods totaling up to 100 minutes per week, unless otherwise directed by the Building Administrator or the District Coordinator in his/her sole, non-reviewable discretion.
g. Holidays:
i. Employees do not receive paid holidays.
h. Conferences:
i. Employees are paid at their regular hourly rate for attendance at, and participation in, Parent-Teacher Conference Days, Superintendent’s Conference Day and Staff Development Days. Depending on the District’s needs, employees may be required to attend daytime Parent-Teacher Conference Days. With the District’s advanced written permission, employees may attend evening Parent-Teacher Conference Days, Superintendent’s Conference Day and Staff Development Days.
i. Classroom Observations:
i. Employees are subject to periodic, unannounced walk-through observations by the Superintendent or his designee during the school day.
j. Substituting:
i. Employees are paid at their respective hourly rate when performing substitute work.
k. Charging Accruals:
i. Use of accruals is in hourly increments.
l. Attendance/Timekeeping:
i. Employees must use the District’s timekeeping system when entering and exiting District buildings.
ii. Employees must use the District’s absence management system to report a known, non-emergency absence by no later than 6 a.m. on the date of the absence.
m. Teachers’ Retirement System/Pension:
i. Employees are entitled to non-contributory New York State Teachers’ Retirement System benefits, except as otherwise provided by law.
Employees are eligible to participate in the District’s 403(b) and 457 plans.

n. Health/Dental Insurance:
   i. Employees are ineligible for District-provided health or dental insurance.
ATTACHMENT 1

TO: FLORAL PARK-BELLEROSE UNION FREE SCHOOL DISTRICT

I, (Print Full Name)

HEREBY REQUEST AND AUTHORIZE YOU, ACCORDING TO ARRANGEMENTS AGREED UPON WITH THE FLORAL PARK-BELLEROSE DISTRICT TEACHERS' ASSOCIATION, TO DEDUCT FROM MY SALARY AND TRANSMIT TO THE ASSOCIATION DUES OF THE ASSOCIATION AND NYSUT, AS CERTIFIED BY THE ASSOCIATION. I HEREBY WAIVE ALL RIGHT AND CLAIM FOR SAID MONIES, SO DEDUCTED AND TRANSMITTED IN ACCORDANCE WITH THIS AUTHORIZATION, AND RELIEVE THE BOARD OF EDUCATION AND ALL ITS OFFICERS FROM ANY LIABILITY THEREFOR. THIS AUTHORITY SHALL BE CONTINUOUS WHILE EMPLOYED IN THIS SCHOOL SYSTEM OR UNTIL WITHDRAWN BY WRITTEN NOTICE.

Employee Signature ___________________________ Date ___________
ATTACHMENT 2

TO: FLORAL PARK-BELLEROSE UNION FREE
   SCHOOL DISTRICT

I, ..............................................................
(Print Full Name)

HEREBY REQUEST AND AUTHORIZE YOU TO CEASE DEDUCTING THE
EXISTING MONIES FOR THE FLORAL PARK-BELLEROSE DISTRICT TEACHERS'
ASSOCIATION AND NYSUT. I HEREBY CANCEL PREVIOUSLY SUBMITTED
AUTHORIZATION FOR THIS DEDUCTION. I RELIEVE THE BOARD OF EDUCATION
AND ALL ITS OFFICERS FROM ANY LIABILITY THEREFOR. THIS AUTHORITY
SHALL BE CONTINUOUS WHILE EMPLOYED IN THIS SCHOOL SYSTEM OR UNTIL
WITHDRAWN BY WRITTEN NOTICE.

Employee Signature  Date
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+15</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
<th>MA+45</th>
<th>MA+60</th>
<th>MA+75</th>
<th>MA+90</th>
<th>DOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>P1</td>
<td>55,643</td>
<td>57,051</td>
<td>66,946</td>
<td>68,439</td>
<td>69,953</td>
<td>71,819</td>
<td>72,957</td>
<td>74,218</td>
<td>74,846</td>
<td>75,476</td>
</tr>
<tr>
<td>P2</td>
<td>56,618</td>
<td>58,052</td>
<td>68,120</td>
<td>69,640</td>
<td>71,180</td>
<td>73,078</td>
<td>74,238</td>
<td>75,520</td>
<td>76,160</td>
<td>76,800</td>
</tr>
<tr>
<td>P3</td>
<td>57,595</td>
<td>59,053</td>
<td>69,294</td>
<td>70,840</td>
<td>72,407</td>
<td>74,338</td>
<td>75,518</td>
<td>76,822</td>
<td>77,473</td>
<td>78,125</td>
</tr>
<tr>
<td>1</td>
<td>58,571</td>
<td>60,054</td>
<td>70,469</td>
<td>72,041</td>
<td>73,634</td>
<td>75,598</td>
<td>76,799</td>
<td>78,125</td>
<td>78,785</td>
<td>79,448</td>
</tr>
<tr>
<td>2</td>
<td>61,782</td>
<td>63,400</td>
<td>73,756</td>
<td>75,570</td>
<td>77,205</td>
<td>79,241</td>
<td>80,472</td>
<td>81,836</td>
<td>82,519</td>
<td>83,201</td>
</tr>
<tr>
<td>3</td>
<td>63,281</td>
<td>64,912</td>
<td>75,281</td>
<td>76,917</td>
<td>78,558</td>
<td>80,188</td>
<td>81,824</td>
<td>83,185</td>
<td>83,866</td>
<td>84,548</td>
</tr>
<tr>
<td>4</td>
<td>64,652</td>
<td>66,289</td>
<td>76,651</td>
<td>78,290</td>
<td>79,926</td>
<td>81,560</td>
<td>83,191</td>
<td>84,554</td>
<td>85,237</td>
<td>85,921</td>
</tr>
<tr>
<td>5</td>
<td>66,018</td>
<td>0</td>
<td>78,019</td>
<td>79,660</td>
<td>81,297</td>
<td>82,926</td>
<td>84,560</td>
<td>85,964</td>
<td>86,664</td>
<td>87,366</td>
</tr>
<tr>
<td>6</td>
<td>67,842</td>
<td>0</td>
<td>79,841</td>
<td>81,483</td>
<td>83,121</td>
<td>84,763</td>
<td>86,418</td>
<td>88,587</td>
<td>89,423</td>
<td>90,257</td>
</tr>
<tr>
<td>7</td>
<td>69,670</td>
<td>0</td>
<td>81,988</td>
<td>84,090</td>
<td>85,336</td>
<td>86,574</td>
<td>89,706</td>
<td>91,087</td>
<td>91,777</td>
<td>92,467</td>
</tr>
<tr>
<td>8</td>
<td>72,551</td>
<td>0</td>
<td>85,370</td>
<td>87,559</td>
<td>88,858</td>
<td>90,152</td>
<td>92,396</td>
<td>94,319</td>
<td>94,532</td>
<td>95,244</td>
</tr>
<tr>
<td>9</td>
<td>75,151</td>
<td>0</td>
<td>90,268</td>
<td>91,912</td>
<td>93,552</td>
<td>94,794</td>
<td>96,427</td>
<td>97,790</td>
<td>98,472</td>
<td>99,153</td>
</tr>
<tr>
<td>10</td>
<td>77,202</td>
<td>0</td>
<td>92,325</td>
<td>93,963</td>
<td>95,604</td>
<td>96,846</td>
<td>98,485</td>
<td>99,925</td>
<td>100,645</td>
<td>101,364</td>
</tr>
<tr>
<td>11</td>
<td>79,258</td>
<td>0</td>
<td>94,382</td>
<td>96,024</td>
<td>97,659</td>
<td>98,898</td>
<td>101,364</td>
<td>102,794</td>
<td>103,510</td>
<td>104,225</td>
</tr>
<tr>
<td>12</td>
<td>81,311</td>
<td>0</td>
<td>96,463</td>
<td>98,075</td>
<td>99,716</td>
<td>100,952</td>
<td>104,247</td>
<td>105,669</td>
<td>106,379</td>
<td>107,090</td>
</tr>
<tr>
<td>13</td>
<td>84,736</td>
<td>0</td>
<td>99,857</td>
<td>101,497</td>
<td>103,134</td>
<td>104,777</td>
<td>107,119</td>
<td>108,535</td>
<td>109,243</td>
<td>109,950</td>
</tr>
<tr>
<td>14</td>
<td>86,788</td>
<td>0</td>
<td>101,910</td>
<td>103,550</td>
<td>105,193</td>
<td>106,427</td>
<td>109,983</td>
<td>111,663</td>
<td>112,503</td>
<td>113,346</td>
</tr>
<tr>
<td>15</td>
<td>89,273</td>
<td>0</td>
<td>103,961</td>
<td>105,606</td>
<td>107,314</td>
<td>108,488</td>
<td>113,346</td>
<td>115,409</td>
<td>116,441</td>
<td>117,473</td>
</tr>
<tr>
<td>16</td>
<td>0</td>
<td>0</td>
<td>106,533</td>
<td>108,186</td>
<td>110,450</td>
<td>111,268</td>
<td>113,346</td>
<td>115,409</td>
<td>116,441</td>
<td>117,473</td>
</tr>
<tr>
<td>17</td>
<td>0</td>
<td>0</td>
<td>107,052</td>
<td>108,711</td>
<td>110,988</td>
<td>111,810</td>
<td>113,346</td>
<td>115,409</td>
<td>116,441</td>
<td>117,473</td>
</tr>
<tr>
<td>18</td>
<td>0</td>
<td>0</td>
<td>107,571</td>
<td>109,237</td>
<td>111,526</td>
<td>112,351</td>
<td>113,346</td>
<td>115,409</td>
<td>116,441</td>
<td>117,473</td>
</tr>
<tr>
<td>19</td>
<td>0</td>
<td>0</td>
<td>110,058</td>
<td>111,500</td>
<td>114,852</td>
<td>116,166</td>
<td>113,346</td>
<td>115,409</td>
<td>116,441</td>
<td>117,473</td>
</tr>
<tr>
<td>20</td>
<td>0</td>
<td>0</td>
<td>112,546</td>
<td>113,761</td>
<td>118,178</td>
<td>119,380</td>
<td>120,064</td>
<td>120,446</td>
<td>121,460</td>
<td>122,400</td>
</tr>
<tr>
<td>21</td>
<td>0</td>
<td>0</td>
<td>113,355</td>
<td>114,643</td>
<td>118,663</td>
<td>120,479</td>
<td>125,475</td>
<td>126,329</td>
<td>126,760</td>
<td>127,187</td>
</tr>
<tr>
<td>22</td>
<td>0</td>
<td>0</td>
<td>114,164</td>
<td>115,526</td>
<td>119,149</td>
<td>120,978</td>
<td>125,903</td>
<td>126,782</td>
<td>127,223</td>
<td>127,662</td>
</tr>
<tr>
<td>23</td>
<td>0</td>
<td>0</td>
<td>114,972</td>
<td>116,410</td>
<td>119,636</td>
<td>121,477</td>
<td>126,332</td>
<td>127,235</td>
<td>127,687</td>
<td>128,138</td>
</tr>
<tr>
<td>24</td>
<td>0</td>
<td>0</td>
<td>115,781</td>
<td>117,202</td>
<td>120,121</td>
<td>121,976</td>
<td>126,662</td>
<td>127,687</td>
<td>128,151</td>
<td>128,614</td>
</tr>
<tr>
<td>25</td>
<td>0</td>
<td>0</td>
<td>116,590</td>
<td>118,175</td>
<td>120,607</td>
<td>122,472</td>
<td>127,190</td>
<td>128,126</td>
<td>128,614</td>
<td>129,080</td>
</tr>
</tbody>
</table>
**FLORAL PARK - BELLEROSE UFSD**

**Teacher Salary Schedules**

**2019-20**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+15</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
<th>MA+45</th>
<th>MA+60</th>
<th>MA+75</th>
<th>MA+90</th>
<th>DOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>56,053</td>
<td>57,479</td>
<td>58,448</td>
<td>57,895</td>
<td>70,478</td>
<td>72,358</td>
<td>73,504</td>
<td>74,775</td>
<td>75,407</td>
<td>76,042</td>
</tr>
<tr>
<td>1</td>
<td>57,043</td>
<td>58,488</td>
<td>59,631</td>
<td>60,163</td>
<td>71,714</td>
<td>73,626</td>
<td>74,794</td>
<td>76,087</td>
<td>76,721</td>
<td>77,376</td>
</tr>
<tr>
<td>2</td>
<td>58,027</td>
<td>59,495</td>
<td>60,614</td>
<td>61,372</td>
<td>72,950</td>
<td>74,896</td>
<td>76,085</td>
<td>77,398</td>
<td>78,054</td>
<td>78,711</td>
</tr>
<tr>
<td>3</td>
<td>59,010</td>
<td>60,504</td>
<td>61,997</td>
<td>62,582</td>
<td>74,186</td>
<td>76,166</td>
<td>77,375</td>
<td>78,711</td>
<td>79,376</td>
<td>80,044</td>
</tr>
<tr>
<td>4</td>
<td>62,245</td>
<td>63,875</td>
<td>64,309</td>
<td>64,767</td>
<td>76,136</td>
<td>78,104</td>
<td>79,375</td>
<td>80,711</td>
<td>81,376</td>
<td>82,044</td>
</tr>
<tr>
<td>5</td>
<td>63,756</td>
<td>65,409</td>
<td>65,846</td>
<td>66,349</td>
<td>77,835</td>
<td>80,076</td>
<td>81,438</td>
<td>82,809</td>
<td>83,382</td>
<td>84,044</td>
</tr>
<tr>
<td>6</td>
<td>65,017</td>
<td>66,787</td>
<td>67,225</td>
<td>67,728</td>
<td>80,525</td>
<td>82,976</td>
<td>85,189</td>
<td>86,382</td>
<td>87,044</td>
<td>87,656</td>
</tr>
<tr>
<td>7</td>
<td>66,514</td>
<td>68,351</td>
<td>68,907</td>
<td>69,549</td>
<td>82,172</td>
<td>84,815</td>
<td>87,189</td>
<td>88,382</td>
<td>89,044</td>
<td>89,711</td>
</tr>
<tr>
<td>8</td>
<td>67,715</td>
<td>69,504</td>
<td>70,100</td>
<td>70,676</td>
<td>84,754</td>
<td>87,482</td>
<td>89,809</td>
<td>91,044</td>
<td>91,711</td>
<td>92,382</td>
</tr>
<tr>
<td>9</td>
<td>69,781</td>
<td>71,504</td>
<td>72,100</td>
<td>72,676</td>
<td>89,089</td>
<td>92,044</td>
<td>94,382</td>
<td>95,617</td>
<td>96,282</td>
<td>96,956</td>
</tr>
<tr>
<td>10</td>
<td>70,321</td>
<td>72,054</td>
<td>72,916</td>
<td>73,549</td>
<td>94,504</td>
<td>97,382</td>
<td>99,760</td>
<td>101,044</td>
<td>101,711</td>
<td>102,382</td>
</tr>
<tr>
<td>11</td>
<td>72,121</td>
<td>73,854</td>
<td>74,600</td>
<td>75,299</td>
<td>100,244</td>
<td>102,617</td>
<td>105,044</td>
<td>106,382</td>
<td>107,044</td>
<td>107,711</td>
</tr>
<tr>
<td>12</td>
<td>74,377</td>
<td>76,100</td>
<td>76,876</td>
<td>77,552</td>
<td>105,944</td>
<td>108,382</td>
<td>110,817</td>
<td>112,182</td>
<td>112,844</td>
<td>113,511</td>
</tr>
<tr>
<td>13</td>
<td>76,100</td>
<td>77,876</td>
<td>78,652</td>
<td>79,338</td>
<td>111,644</td>
<td>114,082</td>
<td>116,521</td>
<td>117,844</td>
<td>118,511</td>
<td>119,182</td>
</tr>
<tr>
<td>14</td>
<td>77,781</td>
<td>79,504</td>
<td>80,259</td>
<td>80,952</td>
<td>117,344</td>
<td>119,782</td>
<td>122,221</td>
<td>123,544</td>
<td>124,211</td>
<td>124,882</td>
</tr>
<tr>
<td>15</td>
<td>79,942</td>
<td>81,744</td>
<td>82,509</td>
<td>83,202</td>
<td>123,044</td>
<td>125,482</td>
<td>127,921</td>
<td>129,244</td>
<td>130,011</td>
<td>130,711</td>
</tr>
<tr>
<td>16</td>
<td>82,017</td>
<td>83,781</td>
<td>84,549</td>
<td>85,299</td>
<td>128,744</td>
<td>131,182</td>
<td>133,621</td>
<td>135,944</td>
<td>136,711</td>
<td>137,411</td>
</tr>
<tr>
<td>17</td>
<td>84,087</td>
<td>85,837</td>
<td>86,603</td>
<td>87,361</td>
<td>134,444</td>
<td>136,882</td>
<td>139,321</td>
<td>141,644</td>
<td>142,411</td>
<td>143,111</td>
</tr>
<tr>
<td>18</td>
<td>86,157</td>
<td>87,917</td>
<td>88,683</td>
<td>89,441</td>
<td>140,144</td>
<td>142,582</td>
<td>145,021</td>
<td>147,344</td>
<td>148,111</td>
<td>148,811</td>
</tr>
<tr>
<td>19</td>
<td>88,227</td>
<td>90,087</td>
<td>90,853</td>
<td>91,611</td>
<td>145,844</td>
<td>148,282</td>
<td>150,721</td>
<td>153,044</td>
<td>153,811</td>
<td>154,511</td>
</tr>
<tr>
<td>20</td>
<td>90,297</td>
<td>92,157</td>
<td>92,923</td>
<td>93,681</td>
<td>151,544</td>
<td>153,982</td>
<td>156,421</td>
<td>158,744</td>
<td>159,511</td>
<td>160,211</td>
</tr>
<tr>
<td>21</td>
<td>92,367</td>
<td>94,237</td>
<td>95,003</td>
<td>95,761</td>
<td>157,244</td>
<td>159,682</td>
<td>162,121</td>
<td>164,444</td>
<td>165,211</td>
<td>166,011</td>
</tr>
<tr>
<td>22</td>
<td>94,437</td>
<td>96,317</td>
<td>97,083</td>
<td>97,841</td>
<td>162,944</td>
<td>165,382</td>
<td>167,821</td>
<td>170,144</td>
<td>170,911</td>
<td>171,711</td>
</tr>
<tr>
<td>23</td>
<td>96,507</td>
<td>98,497</td>
<td>99,263</td>
<td>100,021</td>
<td>168,644</td>
<td>171,082</td>
<td>173,521</td>
<td>175,844</td>
<td>176,611</td>
<td>177,411</td>
</tr>
<tr>
<td>24</td>
<td>98,577</td>
<td>100,657</td>
<td>101,423</td>
<td>102,191</td>
<td>174,344</td>
<td>176,782</td>
<td>179,221</td>
<td>181,544</td>
<td>182,311</td>
<td>183,111</td>
</tr>
<tr>
<td>25</td>
<td>100,647</td>
<td>102,717</td>
<td>103,483</td>
<td>104,251</td>
<td>180,044</td>
<td>182,482</td>
<td>184,921</td>
<td>187,244</td>
<td>188,011</td>
<td>188,811</td>
</tr>
<tr>
<td>26</td>
<td>102,717</td>
<td>104,787</td>
<td>105,553</td>
<td>107,301</td>
<td>185,744</td>
<td>188,182</td>
<td>190,621</td>
<td>192,944</td>
<td>193,711</td>
<td>194,511</td>
</tr>
<tr>
<td>28</td>
<td>106,857</td>
<td>108,927</td>
<td>109,693</td>
<td>111,741</td>
<td>197,144</td>
<td>199,582</td>
<td>202,021</td>
<td>204,344</td>
<td>205,111</td>
<td>205,911</td>
</tr>
<tr>
<td>29</td>
<td>108,927</td>
<td>110,997</td>
<td>111,763</td>
<td>113,811</td>
<td>202,844</td>
<td>205,282</td>
<td>207,721</td>
<td>209,944</td>
<td>210,711</td>
<td>211,511</td>
</tr>
<tr>
<td>30</td>
<td>110,997</td>
<td>113,067</td>
<td>113,833</td>
<td>115,901</td>
<td>208,544</td>
<td>210,944</td>
<td>213,382</td>
<td>215,644</td>
<td>216,411</td>
<td>217,211</td>
</tr>
</tbody>
</table>

**SCHEDULE "B"**
**Teacher Salary Schedules**

**2020-21**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+15</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
<th>MA+45</th>
<th>MA+60</th>
<th>MA+75</th>
<th>MA+90</th>
<th>DOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>56,478</td>
<td>57,910</td>
<td>67,954</td>
<td>69,469</td>
<td>71,007</td>
<td>72,901</td>
<td>74,055</td>
<td>75,336</td>
<td>75,973</td>
<td>76,612</td>
</tr>
<tr>
<td>1</td>
<td>57,471</td>
<td>58,927</td>
<td>69,146</td>
<td>70,689</td>
<td>72,252</td>
<td>74,178</td>
<td>75,355</td>
<td>76,658</td>
<td>77,306</td>
<td>77,956</td>
</tr>
<tr>
<td>2</td>
<td>58,462</td>
<td>59,941</td>
<td>70,338</td>
<td>71,907</td>
<td>73,497</td>
<td>75,458</td>
<td>76,656</td>
<td>77,978</td>
<td>78,639</td>
<td>79,301</td>
</tr>
<tr>
<td>3</td>
<td>59,453</td>
<td>60,958</td>
<td>71,529</td>
<td>73,126</td>
<td>74,742</td>
<td>76,736</td>
<td>77,955</td>
<td>79,301</td>
<td>79,971</td>
<td>80,644</td>
</tr>
<tr>
<td>4</td>
<td>62,712</td>
<td>64,354</td>
<td>74,866</td>
<td>76,707</td>
<td>78,367</td>
<td>80,434</td>
<td>81,684</td>
<td>83,068</td>
<td>83,762</td>
<td>84,454</td>
</tr>
<tr>
<td>5</td>
<td>64,234</td>
<td>65,900</td>
<td>76,415</td>
<td>78,074</td>
<td>79,741</td>
<td>81,395</td>
<td>83,056</td>
<td>84,438</td>
<td>85,129</td>
<td>85,822</td>
</tr>
<tr>
<td>6</td>
<td>65,626</td>
<td>67,288</td>
<td>77,804</td>
<td>79,469</td>
<td>81,129</td>
<td>82,788</td>
<td>84,444</td>
<td>85,828</td>
<td>86,520</td>
<td>87,214</td>
</tr>
<tr>
<td>7</td>
<td>67,013</td>
<td>68,854</td>
<td>80,194</td>
<td>80,859</td>
<td>82,521</td>
<td>84,175</td>
<td>85,834</td>
<td>87,259</td>
<td>87,969</td>
<td>88,682</td>
</tr>
<tr>
<td>8</td>
<td>70,718</td>
<td>83,223</td>
<td>85,356</td>
<td>86,621</td>
<td>87,878</td>
<td>91,057</td>
<td>92,458</td>
<td>93,159</td>
<td>93,860</td>
<td>94,678</td>
</tr>
<tr>
<td>9</td>
<td>73,643</td>
<td>86,655</td>
<td>88,877</td>
<td>90,196</td>
<td>91,509</td>
<td>93,787</td>
<td>95,232</td>
<td>95,955</td>
<td>96,678</td>
<td>100,646</td>
</tr>
<tr>
<td>10</td>
<td>76,283</td>
<td>91,627</td>
<td>93,297</td>
<td>94,961</td>
<td>96,221</td>
<td>97,879</td>
<td>99,262</td>
<td>99,955</td>
<td>100,646</td>
<td>102,161</td>
</tr>
<tr>
<td>11</td>
<td>78,364</td>
<td>93,716</td>
<td>95,378</td>
<td>97,043</td>
<td>98,304</td>
<td>99,968</td>
<td>101,429</td>
<td>102,161</td>
<td>102,890</td>
<td>102,890</td>
</tr>
<tr>
<td>12</td>
<td>80,451</td>
<td>95,802</td>
<td>97,470</td>
<td>99,129</td>
<td>100,387</td>
<td>102,890</td>
<td>104,342</td>
<td>105,068</td>
<td>105,795</td>
<td>105,795</td>
</tr>
<tr>
<td>13</td>
<td>82,535</td>
<td>97,885</td>
<td>99,552</td>
<td>101,217</td>
<td>102,472</td>
<td>105,817</td>
<td>107,259</td>
<td>107,981</td>
<td>108,702</td>
<td>108,702</td>
</tr>
<tr>
<td>16</td>
<td>90,617</td>
<td>105,527</td>
<td>107,196</td>
<td>108,930</td>
<td>110,121</td>
<td>115,052</td>
<td>117,147</td>
<td>118,194</td>
<td>119,243</td>
<td>119,243</td>
</tr>
<tr>
<td>17</td>
<td>0</td>
<td>108,137</td>
<td>109,815</td>
<td>112,114</td>
<td>112,944</td>
<td>120,750</td>
<td>122,009</td>
<td>122,641</td>
<td>123,269</td>
<td>123,269</td>
</tr>
<tr>
<td>18</td>
<td>0</td>
<td>108,664</td>
<td>110,348</td>
<td>112,680</td>
<td>113,494</td>
<td>121,337</td>
<td>122,604</td>
<td>123,237</td>
<td>123,869</td>
<td>123,869</td>
</tr>
<tr>
<td>19</td>
<td>0</td>
<td>109,191</td>
<td>110,881</td>
<td>113,206</td>
<td>114,043</td>
<td>121,926</td>
<td>123,198</td>
<td>123,833</td>
<td>124,469</td>
<td>124,469</td>
</tr>
<tr>
<td>20</td>
<td>0</td>
<td>111,716</td>
<td>113,179</td>
<td>116,581</td>
<td>117,915</td>
<td>124,427</td>
<td>125,485</td>
<td>126,015</td>
<td>126,544</td>
<td>126,544</td>
</tr>
<tr>
<td>21</td>
<td>0</td>
<td>114,240</td>
<td>115,674</td>
<td>119,957</td>
<td>121,787</td>
<td>126,929</td>
<td>127,773</td>
<td>128,197</td>
<td>128,619</td>
<td>128,619</td>
</tr>
<tr>
<td>22</td>
<td>0</td>
<td>115,667</td>
<td>116,669</td>
<td>120,450</td>
<td>122,292</td>
<td>127,364</td>
<td>128,232</td>
<td>128,668</td>
<td>129,102</td>
<td>129,102</td>
</tr>
<tr>
<td>23</td>
<td>0</td>
<td>115,883</td>
<td>117,265</td>
<td>120,943</td>
<td>122,799</td>
<td>127,293</td>
<td>128,691</td>
<td>129,138</td>
<td>129,585</td>
<td>129,585</td>
</tr>
<tr>
<td>24</td>
<td>0</td>
<td>116,704</td>
<td>118,163</td>
<td>121,437</td>
<td>123,306</td>
<td>128,235</td>
<td>129,130</td>
<td>129,585</td>
<td>130,067</td>
<td>130,067</td>
</tr>
<tr>
<td>25</td>
<td>0</td>
<td>117,524</td>
<td>119,078</td>
<td>121,930</td>
<td>123,813</td>
<td>128,570</td>
<td>129,608</td>
<td>130,080</td>
<td>130,550</td>
<td>130,550</td>
</tr>
<tr>
<td>26</td>
<td>0</td>
<td>118,345</td>
<td>119,954</td>
<td>122,422</td>
<td>124,118</td>
<td>129,155</td>
<td>130,688</td>
<td>131,051</td>
<td>131,032</td>
<td>131,032</td>
</tr>
<tr>
<td>Step</td>
<td>BA</td>
<td>BA+15</td>
<td>MA</td>
<td>MA+15</td>
<td>MA+30</td>
<td>MA+45</td>
<td>MA+60</td>
<td>MA+75</td>
<td>MA+90</td>
<td>DOC</td>
</tr>
<tr>
<td>------</td>
<td>-----</td>
<td>-------</td>
<td>------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>-------</td>
<td>------</td>
</tr>
<tr>
<td>P1</td>
<td>57,043</td>
<td>58,489</td>
<td>68,634</td>
<td>70,164</td>
<td>71,717</td>
<td>73,630</td>
<td>74,796</td>
<td>76,089</td>
<td>76,733</td>
<td>77,378</td>
</tr>
<tr>
<td>P2</td>
<td>58,046</td>
<td>59,516</td>
<td>69,837</td>
<td>71,396</td>
<td>72,975</td>
<td>74,920</td>
<td>76,109</td>
<td>77,425</td>
<td>78,079</td>
<td>78,736</td>
</tr>
<tr>
<td>P3</td>
<td>59,047</td>
<td>60,540</td>
<td>71,041</td>
<td>72,626</td>
<td>74,232</td>
<td>76,213</td>
<td>77,423</td>
<td>78,758</td>
<td>79,425</td>
<td>80,094</td>
</tr>
<tr>
<td>1</td>
<td>60,048</td>
<td>61,568</td>
<td>72,244</td>
<td>73,857</td>
<td>75,489</td>
<td>77,750</td>
<td>79,735</td>
<td>80,904</td>
<td>80,771</td>
<td>81,450</td>
</tr>
<tr>
<td>2</td>
<td>63,339</td>
<td>64,998</td>
<td>75,615</td>
<td>77,474</td>
<td>79,151</td>
<td>81,238</td>
<td>83,899</td>
<td>84,600</td>
<td>85,299</td>
<td>86,680</td>
</tr>
<tr>
<td>3</td>
<td>64,876</td>
<td>66,559</td>
<td>77,179</td>
<td>78,855</td>
<td>80,538</td>
<td>82,209</td>
<td>83,899</td>
<td>85,282</td>
<td>86,736</td>
<td>86,808</td>
</tr>
<tr>
<td>4</td>
<td>66,232</td>
<td>67,961</td>
<td>78,582</td>
<td>80,244</td>
<td>81,940</td>
<td>83,616</td>
<td>85,282</td>
<td>87,385</td>
<td>87,849</td>
<td>89,569</td>
</tr>
<tr>
<td>5</td>
<td>67,683</td>
<td>69,500</td>
<td>81,041</td>
<td>82,706</td>
<td>84,400</td>
<td>86,089</td>
<td>87,761</td>
<td>90,200</td>
<td>91,677</td>
<td>92,532</td>
</tr>
<tr>
<td>6</td>
<td>69,553</td>
<td>0</td>
<td>82,840</td>
<td>84,505</td>
<td>86,189</td>
<td>87,870</td>
<td>90,425</td>
<td>92,965</td>
<td>94,091</td>
<td>94,799</td>
</tr>
<tr>
<td>7</td>
<td>71,425</td>
<td>0</td>
<td>84,550</td>
<td>86,210</td>
<td>87,897</td>
<td>90,488</td>
<td>93,033</td>
<td>95,575</td>
<td>97,185</td>
<td>97,645</td>
</tr>
<tr>
<td>8</td>
<td>74,379</td>
<td>0</td>
<td>87,522</td>
<td>89,176</td>
<td>91,870</td>
<td>94,472</td>
<td>97,072</td>
<td>99,673</td>
<td>101,277</td>
<td>101,652</td>
</tr>
<tr>
<td>9</td>
<td>77,046</td>
<td>0</td>
<td>90,543</td>
<td>92,194</td>
<td>94,895</td>
<td>97,492</td>
<td>100,094</td>
<td>102,693</td>
<td>104,295</td>
<td>105,955</td>
</tr>
<tr>
<td>10</td>
<td>79,148</td>
<td>0</td>
<td>94,653</td>
<td>96,304</td>
<td>98,905</td>
<td>101,498</td>
<td>104,092</td>
<td>106,693</td>
<td>109,295</td>
<td>102,643</td>
</tr>
<tr>
<td>11</td>
<td>81,256</td>
<td>0</td>
<td>96,760</td>
<td>98,411</td>
<td>100,912</td>
<td>103,506</td>
<td>106,098</td>
<td>108,692</td>
<td>111,295</td>
<td>103,919</td>
</tr>
<tr>
<td>12</td>
<td>83,360</td>
<td>0</td>
<td>98,864</td>
<td>100,515</td>
<td>103,017</td>
<td>105,610</td>
<td>108,204</td>
<td>110,797</td>
<td>113,399</td>
<td>106,853</td>
</tr>
<tr>
<td>13</td>
<td>85,871</td>
<td>0</td>
<td>102,375</td>
<td>104,026</td>
<td>106,520</td>
<td>109,114</td>
<td>111,708</td>
<td>114,302</td>
<td>116,904</td>
<td>109,789</td>
</tr>
<tr>
<td>16</td>
<td>0</td>
<td>0</td>
<td>109,218</td>
<td>110,873</td>
<td>113,467</td>
<td>116,061</td>
<td>118,655</td>
<td>121,249</td>
<td>123,851</td>
<td>116,203</td>
</tr>
<tr>
<td>17</td>
<td>0</td>
<td>0</td>
<td>109,751</td>
<td>111,415</td>
<td>114,017</td>
<td>116,611</td>
<td>119,205</td>
<td>121,800</td>
<td>124,402</td>
<td>119,403</td>
</tr>
<tr>
<td>18</td>
<td>0</td>
<td>0</td>
<td>110,283</td>
<td>111,969</td>
<td>114,551</td>
<td>117,150</td>
<td>119,744</td>
<td>122,340</td>
<td>124,942</td>
<td>122,510</td>
</tr>
<tr>
<td>19</td>
<td>0</td>
<td>0</td>
<td>113,833</td>
<td>115,355</td>
<td>117,949</td>
<td>120,548</td>
<td>123,143</td>
<td>125,747</td>
<td>128,349</td>
<td>126,709</td>
</tr>
<tr>
<td>20</td>
<td>0</td>
<td>0</td>
<td>115,383</td>
<td>116,759</td>
<td>119,353</td>
<td>121,952</td>
<td>124,551</td>
<td>127,154</td>
<td>129,756</td>
<td>127,809</td>
</tr>
<tr>
<td>21</td>
<td>0</td>
<td>0</td>
<td>116,933</td>
<td>118,333</td>
<td>120,935</td>
<td>123,536</td>
<td>126,131</td>
<td>128,737</td>
<td>131,388</td>
<td>129,960</td>
</tr>
<tr>
<td>22</td>
<td>0</td>
<td>0</td>
<td>118,483</td>
<td>120,328</td>
<td>122,929</td>
<td>125,525</td>
<td>128,128</td>
<td>130,731</td>
<td>133,412</td>
<td>131,458</td>
</tr>
<tr>
<td>23</td>
<td>0</td>
<td>0</td>
<td>119,033</td>
<td>120,824</td>
<td>123,422</td>
<td>126,023</td>
<td>128,624</td>
<td>131,229</td>
<td>133,863</td>
<td>131,856</td>
</tr>
<tr>
<td>24</td>
<td>0</td>
<td>0</td>
<td>119,583</td>
<td>121,319</td>
<td>123,922</td>
<td>126,513</td>
<td>129,114</td>
<td>131,721</td>
<td>134,364</td>
<td>132,332</td>
</tr>
<tr>
<td>25</td>
<td>0</td>
<td>0</td>
<td>120,133</td>
<td>121,816</td>
<td>124,414</td>
<td>127,014</td>
<td>130,610</td>
<td>133,217</td>
<td>135,859</td>
<td>132,832</td>
</tr>
</tbody>
</table>