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Union: **Amagansett Teachers Association**

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TA/4468

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

* * * *

JULY 1, 2000 - JUNE 30, 2006

RECEIVED

DEC 05 2005

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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AGREEMENT, made the 10th day of February, 2004, between the Superintendent of Schools, on behalf of the AMAGANSETT UNION FREE SCHOOL DISTRICT, Town of East Hampton, Suffolk County, New York, hereinafter referred to as "District," and THE AMAGANSETT TEACHERS ASSOCIATION, hereinafter referred to as "Association."

WITNESSETH:

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

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

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

NOW, THEREFORE, the parties hereto agree as follows:

SECTION 1 - TERM OF AGREEMENT

This Agreement covers the period of six (6) school years commencing July 1, 2000, and terminating June 30, 2006. It is further agreed that in the event the Association wishes to negotiate a successor agreement, it shall so notify the District on or before the 15th day of January, 2006, and shall submit to the District its proposals for negotiations for a successor agreement on such date.

SECTION 2 - RECOGNITION

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

SECTION 3 - DUES DEDUCTION

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

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

SECTION 4 - PROFESSIONAL COMPENSATION

A. Salary Schedules. Each step of the 2000-2001 salary schedule will be increased by 3.0% on September 1, 2000, and increased by an additional 3.0% on September 1, 2001, 3.0% on September 1, 2002, 3.0% on September 1, 2003, 2¾ % on September 1, 2004 and 2¾ % on September 1, 2005. These schedules are annexed hereto as Schedules "A", "B", "C", "D", "E" and "F".

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

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

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

C. Staff Development. College courses may be taken for the purpose of advancing on the salary schedule. Each course must have prior approval of the Superintendent of Schools. Teachers taking in-service courses, approved by the Superintendent of Schools, will be paid at the non-tutorial rate as set forth in paragraph D, or receive one credit on the salary schedule for each 15 hours of in-service. If a teacher chooses to be paid at an hourly rate, hours paid must be outside the regular school day and payment will be made only for the hours the course is in session. If teachers take courses at the request of the Superintendent of Schools, tuition will be paid by the district and the teacher will have the option of being paid at the non-tutorial rate for the time the course is in session or receiving credit on the salary schedule.

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

Tutorial	2000-2001 - \$40/hour 2001-2006 - \$41.20/hour
Non-tutorial	2000-2001 - \$30.00/hour 2001-2006 - \$30.00/hour

E. Yearbook Advisors. Shall be paid the stipend of \$857 in 2000/01, \$883 in 2001-2004 and thereafter for timely production of a yearbook. Payments shall be made in two equal installments in December and June of each school year.

F. Newspaper Advisor. Shall be paid the stipend of \$571 in 2000/01, \$588 in 2001-2004 and each year of the contract thereafter for five issues of the school newspaper. Payments shall be made in two equal installments in December and June of each school year.

G. Student Council Advisor. Shall be paid the stipend of \$857 in 2000/01 and \$883 in 2001-2006. Payments shall be made in two (2) equal installments in December and June of each school year.

H. Theatrical Production Director. Shall be paid \$1,029 in 2000/01, \$1,060 in 2001-2006, at the completion of each production. Up to three (3) teachers shall be selected by the Superintendent and assigned by him/her to assist in theatrical production, to be paid at the completion of their respective responsibilities. The Assistant Theatrical Production Director(s) shall be compensated at the rate of \$800 per production in 2000/01 and \$824 in 2001-2006. Appointments for these positions will be made at the discretion of the Superintendent. A job description must be submitted in writing to the Superintendent at the beginning of the activity, after conferring with him/her. The job description shall contain a projected budget.

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

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

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

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

SECTION 5 - MEDICAL AND DENTAL INSURANCE

A. Hospitalization, medical and major medical coverage will be provided by the District for employees and their dependents and those individual employees who retire subsequent to June 30, 1983, with at least 10 years of service in the Amagansett Union Free School District as per group contract with the Empire Plan Core Plus Enhancements, or an equivalent plan as approved by the Board of Education and the Association.

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

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

2. For 18 or more years of service to the District, the District shall pay 100%.

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

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

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

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

SECTION 6 - PREPAID LEGAL PLAN

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

SECTION 7 - INCOME PROTECTION

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

SECTION 8 - LEAVES

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

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

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

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

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

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

SECTION 9 - GENERAL MATTERS

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

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

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

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

SECTION 10 - TEACHER EVALUATION

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

SECTION 11 - LENGTH OF SCHOOL DAY

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

SECTION 12- LENGTH OF SCHOOL YEAR

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

SECTION 13 - PARENT/TEACHER CONFERENCES

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

SECTION 14 - PROFESSIONAL DEVELOPMENT

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

SECTION 15 - GRIEVANCE PROCEDURE

A. Basic Principles

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

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

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

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

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

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

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

B. Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

C. Grievance Procedure

1. Step One:

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

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

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

2. Step Two:

a) Complainant shall notify the Superintendent of Schools in writing of the intention to appeal, if the complainant believes the decision at Step One is not satisfactory. The complainant may appeal the decision to the Board of Education within ten days upon the receipt of the Step One decision. The Board will hold a hearing within ten days after receiving the appeal. The Board will issue a decision within ten days after the close of the hearing. If the findings of the Board of Education are inconsistent or not satisfactory to the complainant or respondent, he/she may utilize Step Three, subject to the provisions of Paragraph D of this section. The appeal must be processed within ten days after receipt of the decision made by the Board of Education.

3. Step Three:

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

b) Arbitration

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

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

D. Limit of Arbitration

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

SECTION 16 - PROFESSIONAL COURTESY

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

SECTION 17 - LEGISLATIVE ACTION

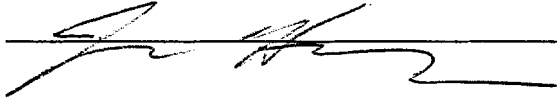
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

SECTION 18 - VALIDITY

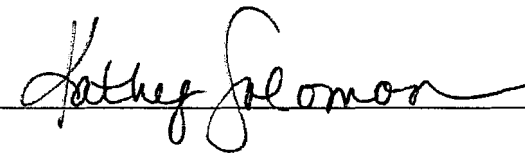
Any provision of this Agreement that is deemed illegal by the Law of the State of New York or by the Commissioner of Education shall make such provision null and void.

IN WITNESS WHEREOF, the parties hereto set their hands and seals the day and year first above written.

THE AMAGANSETT UNION FREE SCHOOL DISTRICT

BY:  _____

THE AMAGANSETT TEACHERS ASSOCIATION

BY:  _____

SCHEDULE A
SALARY SCHEDULE
2000-2001

STEP	B	B15	B30	M	M15	M30	M45
1	37,069	38,843	40,533	42,319	44,039	45,860	47,596
2	38,843	40,667	42,485	44,342	46,164	48,021	49,841
3	40,578	42,484	44,434	46,344	48,245	50,189	52,091
4	42,319	44,342	46,344	48,328	50,359	52,401	54,388
5	44,039	46,158	48,245	50,358	52,484	54,560	56,638
6	45,823	48,021	50,189	52,401	54,561	56,723	58,938
7	47,549	49,841	52,092	54,388	56,638	58,938	61,228
8	49,319	51,703	54,084	56,250	58,716	61,095	63,480
9	51,058	53,526	55,990	58,412	60,880	63,352	65,726
10	52,825	55,338	57,893	60,442	62,958	65,513	68,064
11	54,560	57,200	59,838	62,437	65,078	67,678	70,356
12	56,293	58,888	61,749	64,472	67,153	69,880	72,614
13	58,069	60,880	63,653	66,464	69,237	72,043	74,905
14	58,069	60,880	63,653	68,456	71,397	74,260	77,152
15	58,069	60,880	63,653	70,491	73,475	76,417	79,407
16	58,069	60,880	63,653	72,534	75,553	78,587	81,703

SCHEDULE B
SALARY SCHEDULE
2001-2002

STEP	B	B15	B30	M	M15	M30	M45
1	38,181	40,008	41,749	43,589	45,360	47,236	49,024
2	40,008	41,887	43,760	45,672	47,549	49,462	51,336
3	41,795	43,759	45,767	47,734	49,692	51,695	53,654
4	43,589	45,672	47,734	49,778	51,870	53,973	56,020
5	45,360	47,543	49,692	51,869	54,059	56,197	58,337
6	47,198	49,462	51,695	53,973	56,198	58,425	60,706
7	48,975	51,336	53,655	56,020	58,337	60,706	63,065
8	50,799	53,254	55,707	57,938	60,477	62,928	65,384
9	52,590	55,132	57,670	60,164	62,706	65,253	67,698
10	54,410	56,998	59,630	62,255	64,847	67,478	70,106
11	56,197	58,916	61,633	64,310	67,030	69,708	72,467
12	57,982	60,655	63,601	66,406	69,168	71,976	74,792
13	59,811	62,706	65,563	68,458	71,314	74,204	77,152
14	59,811	62,706	65,563	70,510	73,539	76,488	79,467
15	59,811	62,706	65,563	72,606	75,679	78,710	81,789
16	59,811	62,706	65,563	74,710	77,820	80,945	84,154

SCHEDULE C
SALARY SCHEDULE
2002-2003

STEP	B	B15	B30	M	M15	M30	M45
1	39,327	41,209	43,001	44,896	46,721	48,653	50,495
2	41,209	43,144	45,072	47,042	48,975	50,945	52,876
3	43,049	45,071	47,140	49,166	51,183	53,246	55,263
4	44,896	47,042	49,166	51,271	53,426	55,592	57,700
5	46,721	48,969	51,183	53,425	55,680	57,883	60,087
6	48,614	50,945	53,246	55,592	57,884	60,177	62,527
7	50,445	52,876	55,264	57,700	60,087	62,527	64,957
8	52,323	54,852	57,378	59,676	62,292	64,816	67,346
9	54,167	56,786	59,400	61,969	64,588	67,210	69,729
10	56,042	58,708	61,419	64,123	66,792	69,503	72,209
11	57,883	60,683	63,482	66,239	69,041	71,800	74,641
12	59,721	62,474	65,510	68,398	71,243	74,136	77,036
13	61,605	64,588	67,529	70,512	73,454	76,430	79,467
14	61,605	64,588	67,529	72,625	75,745	78,782	81,851
15	61,605	64,588	67,529	74,784	77,950	81,071	84,243
16	61,605	64,588	67,529	76,951	80,154	83,373	86,679

SCHEDULE D
SALARY SCHEDULE
2003-2004

STEP	B	B15	B30	M	M15	M30	M45
1	40,506	42,445	44,292	46,243	48,123	50,112	52,009
2	42,445	44,438	46,425	48,454	50,445	52,474	54,463
3	44,341	46,423	48,554	50,641	52,719	54,843	56,921
4	46,243	48,454	50,641	52,809	55,029	57,260	59,431
5	48,123	50,438	52,719	55,028	57,351	59,619	61,890
6	50,072	52,474	54,843	57,260	59,620	61,983	64,403
7	51,958	54,463	56,922	59,431	61,890	64,403	66,905
8	53,892	56,497	59,099	61,466	64,161	66,760	69,366
9	55,792	58,489	61,182	63,828	66,525	69,226	71,821
10	57,723	60,469	63,261	66,047	68,796	71,588	74,375
11	59,619	62,504	65,387	68,227	71,112	73,954	76,880
12	61,513	64,349	67,475	70,450	73,380	76,360	79,347
13	63,453	66,525	69,555	72,627	75,657	78,723	81,851
14	63,453	66,525	69,555	74,804	78,017	81,146	84,306
15	63,453	66,525	69,555	77,027	80,288	83,503	86,770
16	63,453	66,525	69,555	79,260	82,559	85,874	89,279

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SCHEDULE E
SALARY SCHEDULE
2004-2005

A B C D E F G

STEP	B	B15	B30	M	M15	M30	M45
1	41,620	43,612	45,510	47,515	49,446	51,491	53,440
2	43,612	45,660	47,701	49,786	51,832	53,917	55,960
3	45,560	47,700	49,889	52,034	54,168	56,351	58,487
4	47,515	49,786	52,034	54,262	56,542	58,835	61,066
5	49,446	51,825	54,168	56,541	58,928	61,259	63,592
6	51,449	53,917	56,351	58,835	61,260	63,687	66,174
7	53,387	55,960	58,488	61,066	63,592	66,174	68,745
8	55,374	58,051	60,724	63,156	65,925	68,596	71,274
9	57,327	60,098	62,864	65,584	68,355	71,130	73,796
10	59,311	62,132	65,001	67,863	70,688	73,556	76,421
11	61,259	64,223	67,185	70,103	73,068	75,987	78,994
12	63,205	66,118	69,330	72,388	75,398	78,460	81,529
13	65,198	68,355	71,468	74,624	77,738	80,888	84,102
14	65,198	68,355	71,468	76,861	80,163	83,377	86,624
15	65,198	68,355	71,468	79,146	82,496	85,799	89,156
16	65,198	68,355	71,468	81,440	84,829	88,236	91,734

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SCHEDULE F
SALARY SCHEDULE
2005-2006

STEP	B	B15	B30	M	M15	M30	M45
1	42,765	44,811	46,761	48,821	50,806	52,907	54,909
2	44,811	46,916	49,013	51,155	53,257	55,400	57,499
3	46,813	49,012	51,261	53,465	55,658	57,901	60,095
4	48,821	51,155	53,465	55,754	58,097	60,453	62,745
5	50,806	53,250	55,658	58,096	60,548	62,943	65,341
6	52,864	55,400	57,901	60,453	62,944	65,439	67,994
7	54,855	57,499	60,096	62,745	65,341	67,994	70,636
8	56,897	59,647	62,394	64,893	67,738	70,482	73,234
9	58,903	61,750	64,593	67,387	70,234	73,086	75,825
10	60,942	63,841	66,788	69,729	72,632	75,579	78,522
11	62,944	65,989	69,032	72,031	75,077	78,077	81,166
12	64,943	67,936	71,237	74,378	77,471	80,617	83,771
13	66,991	70,234	73,433	76,676	79,875	83,113	86,414
14	66,991	70,234	73,433	78,974	82,367	85,670	89,007
15	66,991	70,234	73,433	81,322	84,765	88,159	91,608
16	66,991	70,234	73,433	83,679	87,162	90,662	94,257