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Contract Database Metadata Elements

Title: **Blind Brook-Rye Union Free School District and Blind Brook-Rye Federation of Teachers (2007) (MOA)**

Employer Name: **Blind Brook-Rye Union Free School District**

Union: **Blind Brook-Rye Federation of Teachers**

Local:

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

Expiration Date: **06/30/11**

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**MEMORANDUM OF AGREEMENT
BLIND BROOK-RYE FEDERATION OF TEACHERS
AND THE BLIND BROOK-RYE UNION FREE SCHOOL DISTRICT**

It is hereby agreed by and between the bargaining team for the Blind Brook-Rye Federation of Teachers (hereinafter the "Federation") and the bargaining team for the Board of Education of the Blind Brook-Rye Union Free School District (hereinafter the "School District") that, subject to ratification by the membership of the Board of Education, the terms of the 2007-2011 agreement between the parties shall continue in full force and effect, through June 30, 2011 except as modified by this Memorandum of Agreement:

ARTICLE I RECOGNITION

- Add Teaching Assistants to the Recognition Clause of "instructional unit."

ARTICLE II FEDERATION RIGHTS

- Payroll Twice Monthly on the 15th and 30th of each month from September to June.
- Sign -In Procedure Daily in a mutually agreed upon designated area. The Superintendent of Schools and Federation President will develop a mutually acceptable Sign-Out Procedure.
- Teachers leaving and returning during the school day will sign out and sign in specifying times for leaving and returning to school.

ARTICLE III TERM OF AGREEMENT

- Four Year Agreement from July 1, 2007 through June 30, 2011.

ARTICLE IV LEAVES

New Language

Teachers returning from a leave of absence shall return either by September 1st or February 1st, unless the District determines otherwise.

Child Care Leave Extension: Add:

With the increasing difficulty of recruiting qualified and certified teachers, the extension of an additional year leave will not be automatically granted.

ARTICLE V TEACHING ASSIGNMENT

A. Notification

1. Teachers of grades K through 5 shall be apprised of tentative assignments by April 15th and of actual assignments by June 15th, when possible.

RECEIVED

NOV 27 2007

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

B. Schedules: K-5

1. The K-5 teacher work day shall extend from 8:30 AM to 3:10 PM.
 1. The teaching day for Grade 5 teachers shall consist of:
 1. Five (5) teaching periods
 2. One (1) Homeroom Enrichment Period, individual assistance to students, professional meetings;
 3. One (1) Professional Responsibility Period
 4. One (1) Preparation Period;
 5. One (1) Lunch Period

Special Education teachers and teachers who provide related services shall have an instructional assignment in lieu of the Homeroom Enrichment Period and will use the Professional Responsibility Period for testing and/or team or department meetings.

2. For each day of the 6 day cycle, a teacher shall have one 40 minute preparation period. An additional 40 minute preparation period will be scheduled by the administration to occur once during the 6 day rotation.
3. Teachers of Grades K-4 shall have ^{one (1)} ~~five (5)~~ lunch periods of 60 minutes each day school is in session.
4. K-5 Schedule for Special Teachers

When possible, full time teachers whose teaching assignments span K-5 in any combination of grades within that range will teach two hundred and twenty minutes (220) daily or an equivalent amount of time.

Their schedules will provide for one (1) lunch period, one (1) preparation period, and, in the case of Pupil Personnel Services teachers, one (1) period for team meetings and /or testing each day. A teaching period is to be defined as between thirty (30) and forty-five (45) minutes. When possible, these teachers will not be required to prepare for more than five (5) different grade levels in any given day.

Teaching assignments beyond the required 220 minutes daily shall be mutually agreed upon by teacher and the building principal, subject to the approval of the Superintendent of Schools. When possible, a teacher who travels between Ridge Street and Blind Brook will be limited to one trip between buildings each day.

5. Every reasonable effort will be made to provide all classroom and Special teachers in Grades K-5 sufficient meeting time for purposes of Team/Grade Level Meetings, Parent-Teacher Conferences and/or related professional meetings such as with Special Education teachers, etc.

C. Middle School/High School Schedules

The teaching day for the Middle and High School Staff will include:

1. Five (5) Periods of Teaching; *4,5,6 or 7*
2. One (1) Lunch Period (during Periods ~~4,5~~ or 6 when possible);
3. One (1) Preparation Period;
4. One (1) Professional Responsibility Period which would include, but not be limited to, team meetings and meetings with parents and/or students and from which seven (7) periods would be available for substituting. Grade level teams will plan cooperatively with the school's administration weekly meetings. Special Educators will conduct testing during this period as well.
5. One (1) Academic Assistance^{to} Students Period
For a minimum period of 40 minutes daily Academic Assistance will be provided to students that includes remedial assistance, extra help and student enrichment.
6. The District reserves the right to maintain an Academic Help period for all students from 2:20 PM to 2:40 PM, during which teachers will make themselves available in specified locations to provide academic support to students.
The District will continue to evaluate the Academic Help program as well as the Extracurricular program from 2:40 PM to 3:10 PM.

D. Teacher Work Day

- A. The length of the teacher work day in grades K-5 shall be no less than 6 hours and 40 minutes.
- B. The length of the teacher work day in grades 6-12 shall be no less than 6 hours and 50 minutes.
- C. It is the obligation of all K-12 Teachers to arrive at school each day in time to attend to classroom setup and be prepared for the school day.

E. Working Conditions

1. Consecutive Teaching Assignments – For teachers in Grades 5-12, every effort will be made to assign teachers no more than three (3) consecutive teaching assignments. Where a fourth consecutive assignment is required due to scheduling or program demands, the affected teacher shall be free to take a lunch period during periods 4 through 7. Consecutive teaching assignments do not apply to the Academic Assistance or Professional Responsibility periods.

2. **Teacher Preparations** – The number of different lesson preparations Should be kept to a minimum consistent with the nature of the subject, the size of the department, the special offerings of the department, and the special competencies of the teacher. For teachers of grades 5-12, every effort will be made to assign teachers no more than three (3) preparations, except in those departments where the extent of required singleton courses of elected courses necessitates assignment of more than three (3) preparation.

F. Coordinators/Directors

3. **Remuneration for coordinators in Grades 6-12, in addition to their salary, will be:**

2007-2008: Base pay of \$2,700 for new coordinators and directors. Returning coordinators/directors will receive an increase of \$100 over their 2006 stipends.

2008-2009: Base pay of \$2,800 for new coordinators and directors. Returning coordinators/directors will receive an increase of \$100 over their 2007 stipends.

2009-2010: Base pay of \$2,900 for new coordinators and directors. Returning coordinators/directors will receive an increase of \$100 over their 2008 stipends.

2010-2011: Base pay of \$3,000 for new coordinators and directors. Returning coordinators/directors will receive an increase of \$100 over their 2009 stipends.

G. Remuneration for Team, Specials, Special Education Leaders K-5 in addition to the teachers' salary will be:

2007-2008: Base pay of \$1550 for new leaders. Returning leaders will receive an increase of \$100.00 over their 2006- 07 stipends.

2008-2009: Base pay of \$1650 for new leaders. Returning leaders will receive an increase of \$100.00 over their 2007-08 stipends.

2009-2010: Base pay of \$1750 for new leaders. Returning leaders will receive an increase of \$100.00 over their 2008-09 stipends.

2010-2011: Base pay of \$1850 for new leaders. Returning leaders will receive an increase of \$100.00 over their 2009-10 stipends.

H. ~~Directors~~ **Advisors, Directors and Mentor Advisors K-5 and 6-12:**

advisors

2007-2008: Base pay of \$3400 for new leaders. Returning leaders will receive an increase of \$100 over their 2006-07 stipends.

2008-2009: Base pay of \$3500 for new leaders. Returning leaders will receive an increase of \$100 over their 2007-08 stipends.

2009-2010: Base pay of \$3600 for new leaders. Returning leaders will receive an increase of \$100 over their 2008-09 stipends.

2010-2011: Base pay of \$3700 for new leaders. Returning leaders will receive an increase of \$100 over their 2009-10 stipends.

ARTICLE VIII ANNUAL PROFESSIONAL PERFORMANCE REVIEW

The Federation, Administration and the Board of Education recognize that the vast majority of the teachers are dedicated, hard-working professionals. The following improvement plan has been agreed to, for those few who have demonstrated a habitual pattern of unacceptable behavior or are involved in a serious documented incident.

Phase One

- Begins with the incident or problem identified and documented by the Administration in writing after meeting with Faculty member and Federation Representative and Administrator.
- Administrators will notify the teacher that a problem exists on a formal or informal observation in or outside of class in the context of professional responsibilities. The administrators will conference with the teacher and a Federation representative to advise that a problem exists. During the conference, the specific area in need of improvement will be discussed, whether it is curriculum related, an attitudinal problem, or personal growth issue.

- Teacher will be designated in need of improvement as denoted by “below district standards” or “with exceptions” on the end of the year evaluation. The End-of-Year Evaluation will document and demonstrate that there is a pattern of the attitudinal problems, there needs to be at least two documentable observations with supporting evidence by one or more administrators. There also shall have been at least one oral warning given to the teacher with a Federation representative present and documented in an informal memo to the teacher. After the pattern has been established and one or more prior oral warnings received, a formal conference with the teacher and Federation Representative shall be held about the pattern, after which a counseling memo will be written by the
- Administrator and copies given to the teacher and Federation representative, ccd to the Superintendent.
- If a single incident of sufficient severity has occurred, the incident will be immediately conferenced with the teacher and Federation Representative. This will be followed by a memo copied to all parties necessary. The incident will be noted in the End-of-Year Evaluation.
- A plan of action will be discussed with specific areas of improvement. The plan will be put in writing after agreement of all parties. A Federation representative will be assigned to help the teacher with the plan of action agreed upon by the Federation and the Building Administrator.
- Supporting documents will include but not be limited to any and all rubrics in the APPR plan, and Board of Education policy.

Phase Two

- The concerted effort on the part of administration and the teacher, with federation representation describes Phase Two. This means that if an incident occurs in September (or in June, for that matter) of the first year, (Phase One) the teacher has until before the End-of-Year evaluation in June of the second year, (Phase Two) to demonstrate the required improvement.
- For instructional delivery-related problems (curricular deficiencies, classroom management issues, etc.), the teacher will be observed formally and informally at least three times during the next six months, once or more every two months by three **different** Administrators. Within five (5) days of the observation, a conference will be held to talk specifically about the areas of improvement with a Federation representative and the teacher. Time lines will be established for resolving issues. Suggestions will be made to help the teacher and noted as such.

- There will be a Mid-Year Evaluation using any and all rubrics in the APPR plan or BOE policy to establish that the problem continues to occur. This Mid-Year Evaluation will be written by the Administrator by January 31st and a conference will be held within five days.
- At the end of Phase Two, if the problem has not improved, the End-of-Year Evaluation, which shall be completed by June 15th, will document that there has been no improvement in the cited area or that the pattern of attitudinal problems has continued with no improvement. The teacher will be made aware by the Superintendent of Schools that no step increase will be authorized for the following year.
- Teachers on Step A through 15 at the end of Phase Two would be frozen at their step for the next succeeding school year. (Phase Three). Teachers on Longevity at the end of Phase Two would forfeit their career increment for the next succeeding school year. (Phase Three).
- All efforts will be made by the District and Federation to help the teacher improve to meet District Standards.
- If at any time, the observations and/or written evaluations are not completed by the District's Administrators according to the scheduled aforementioned agreement, the Federation has the right to ask for an additional year before any step retention is denied, if the problem continues with no improvement.
- If the Federation levels a grievance, it shall not proceed beyond Level Three and the decision of the Board of Education is final.

Phase Three (In the event of step-retention in Phase Two)

- The teacher will be observed formally and informally at least three times during the third year by three (3) **different** Administrators. Observations will occur by October 15th, December 15th and February 15th for improvement in instructional delivery-related problems. Within five (5) days of the observation, a conference will be held to talk specifically about the areas of improvement with the Federation representative and teacher. For attitudinal problems, incidents will be followed up as described in Phase One. Time lines will be established for resolving issues. Suggestions will be made to help the teacher and noted as such. Mid-Year and End-of-Year Evaluations will be written as in Year Two using the same criteria.

- If there is improvement throughout the year, as documented and discussed, the teacher will resume step for the next school year. For example, if the teacher has been retained on Step 11 through Phases one and two, they will proceed at the beginning of the fourth year to Step 12.
- Conversely, if at the end of the third year, the problem persists, there will be no step increase **and** no salary increase for the fourth year and thereafter until improvement is documented as described above.
- If at any time, the observations and/or written evaluations are not completed by the District's Administrators according to the schedule as described above, the Federation has the right to ask for an additional year before the step retention or salary increase continues to be denied.

**ARTICLE VIII TENURED FACULTY AND PROFESSIONAL GROWTH
CYCLE**

New Language

Irrespective of the professional growth cycle year, tenured teachers will be observed formally at least once each school year and the written evaluation (s) shall be made part of the teacher's personnel file.

Delete Line 1 of Subsection 1, Observation Year

Delete Paragraph 2 of Subsection 1, Observation Year

Non-Tenured Teachers

Non-tenured teachers will be formally observed in writing by a school administrator, using the Observation Guidelines as contained in the APPR Plan, at least three (3) times on or before April 15th of each school year.

D. Compensation of Mentors

The mentor will keep a time log as documentation for compensation. As there will be a substantial time investment the mentor will be provided one-in-service credit per semester or a stipend of \$1,050 for the 2007-2008 school year; \$1100 for the 2008-2009 school year, \$1150 for the 2009-2010 school year, and \$1200 for the 2010-2011 school year.

ARTICLE X – TERMINATION OF SERVICES

- A. Change March 15th to April 15th in paragraphs 1 and 2.

ARTICLE XIII – SCHOOL CALENDAR

- A. Revised Sentence # 2 to read:
“The calendar will include 184 teacher work days, 181 student attendance days and three (3) Superintendent Conference days, but exclusive of emergency closing days.

C. New Section

Parent Conferences: Grades K-4

The length of individual parent conferences in grades K-4 will be fifteen (15) minutes for each conference. There will be an 11:30 dismissal on conference days.

ARTICLE XV PROFESSIONAL DEVELOPMENT

- A.2. Compensation
- a. Payment “Revise to read”
1. Teachers at the MA + 60 maximum will receive a single payment for each approved course that has been completed.
 2. Okay
 3. A single payment will be made as follows:
2007-08: \$300 Per Credit
2008-09: \$325 Per Credit
2009-10 \$350 Per Credit
2010-11 \$375 Per Credit

Curriculum Work

Curriculum Work – Teachers who do curriculum development work outside the normal school day or school year or teachers who volunteer for related organizational development work outside the normal school day or school year will be paid at the rate of \$35.00 per hour. In the 2008-09 school year the rate shall be \$35.00 per hour. In the 2009-10 and 2010-11 school years, the rate shall be \$40.00 per hour.

5. New Section: Test Preparation

Teachers who provide test preparation outside the school day and as recommended by the principal and approved by the Superintendent of Schools shall be paid the following rates for a one (1) hour session:

2007-08: \$60.00 per session

2008-09: \$65.00 per session

2009-10: \$70.00 per session

2010-11: \$75.00 per session

6. New Section: National Teacher Certification Stipend

After receiving initial approval, teachers who complete successfully the National Teacher Certification Program and present the appropriate documentation and evidence to the Superintendent of Schools shall be paid an additional \$1,000 stipend for each of the five (5) years immediately succeeding attainment of the certification.

ARTICLE XVI – SUBSTITUTE TEACHER PROGRAM

Teachers assigned in Grades 5-12 may apply for inclusion in the substitute teacher program whereby they may be assigned by the Superintendent or his /her designee to serve during either their preparation or lunch period, as the teacher may select, as per diem period substitute teachers for absent/teachers. Teachers who volunteer for such program shall indicate their availability for these assignments by written notice to their Building Principals by September 15 of the school year. Teachers who have volunteered for these assignments must accept them if offered. However, teachers may remove their names from the list on 30 days prior written notice to the Building Principal and, having done so, may not be restored to the list during that school year unless authorized by the Superintendent. Teachers serving as substitutes will be compensated at the rate of \$30.00 per class.

ARTICLE XX – GRIEVANCE PROCEDURE

Changes to the grievance procedure:

- A 'Grievant' shall mean an employee or group of employees in the instructional unit as defined in Article I of this Agreement and the Federation.

Procedure – If a grievance is not satisfactorily resolved at Stage 1, the Federation shall become the grievant and only the Federation shall be permitted to proceed to stage 2 or beyond.

A member of the bargaining unit cannot file a grievance against his/her own unit.

Level Three: If the grievance is not resolved at Level Two, the Federation may appeal to the Board of Education.

Misc.:

- B. An employee grievant **must** be represented...
- E. A grievant **must** be represented.

ARTICLE XXII – TUITION REDUCTION FOR CHILDREN OF TEACHERS

Acceptance into any grade level for the children of teachers shall be dependent on space availability as determined by the Superintendent of Schools. As a practice, an additional class will not be opened for the tuitioned children of teachers.

Increase in the annual tuition rate shall be the same as the tax rate leveled on the taxpayers for the annual school budget.

ARTICLE XXVII – (Re-word: INCENTIVE PLANS)

New Section in addition to current section

Early Retirement Notification

Any teacher eligible to retire, who notifies the Superintendent of Schools in writing by January 15th of each year of this contract will receive, upon the Board of Education's public acceptance of said teacher's intent to resign for purposes of retirement, a one-time total payment of \$1500 for early notification to the District.

B. Attendance Incentive

The Board of Education and Federation shall appoint a committee of equal number representatives to review the Federation's proposal and to report back to the Board of Education no later than December 1, 2007 their recommendation. The Superintendent of Schools and Federation President will serve as ex-officio committee members.

NEW LANGUAGE: GUIDANCE COUNSELORS: ADDITIONAL RESPONSIBILITIES

Guidance Counselors in grades 9-12 may be required to work up to five (5) additional days during the summer beyond the Teacher approved school calendar. Compensation shall be 1/200th of the Counselor's annual contractual salary. Additional days will be mutually determined by the Director of Guidance and Counselor and shall be approved by the Superintendent of Schools.

As part of their professional counselor responsibilities, Counselors in grades 9-12 Will attend Open House, Financial Aid Night and the evening counseling programs for grades 9, 10, 11 and 12.

ARTICLE XXIII – FRINGE BENEFITS

C. Insurance Allowance

The Board of Education will contribute to the Federation welfare Fund an insurance allowance for each full time unit employee as follows:

2007-2008	The sum of \$1300
2008-2009	The sum of \$1350
2009-2010	The sum of \$1400
2010-2011	The sum of \$1450

ARTICLE XXIV – SALARY

A. The Teachers' salary schedules for 2007-08, 2008-09, 2009-10 and 2010 -11 are attached hereto as Appendix A-1 through A-4. The annual COLA increases for each of the four school years of this contract are provided below.

7. Salary Adjustment

Teachers will receive increases to their annual contractual salary as indicated below for each year of this four (4) year Agreement. The increases noted below shall apply to Career Increments and Appendices B-1, B-2, and B-3 of the current Agreement.

Year 1	2007-2008	4.25 %
Year 2	2008-2009	4.50 %
Year 3	2009-2010	4.50 %
Year 4	2010-2011	4.50\$ %

Salary Career Increments (Longevity)

	<u>2007-08</u>	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>
Years 1-5 Beyond Step 15	\$2,835	\$2,962	\$3,095	\$3,235
Years 6-10 Beyond Step 15	\$3,836	\$4,009	\$4,189	\$4,378
Years 11-15 Beyond Step 15	\$5,751	\$6,010	\$6,281	\$6,563

A. Health Insurance

b. Replace current language

Teachers will contribute each year of this contract the following percentages applied to any increase in health premiums above the 11.5% of the 2006-2007 premium which is \$1653. Teachers on the Individual Plan contribute one-half.

	<u>District Contribution</u>	<u>Teacher Contribution</u>	
Year 1 2007-08	70%	30%	} DIFF BETWEEN CURRENT YEAR AND PRIOR YEAR.
Year 2 2008-09	50%	50%	
Year 3 2009-10	50%	50%	
Year 4 2010-11	50%	50%	

The Health Insurance contribution which is linked to the Salary Adjustments is an agreement between the Board and Federation and subject to review after the fourth year of this Agreement.

New Language for Coaches' Salaries

The Superintendent of Schools, Federation President and Director of Health, Physical Education and Athletics will review certain categories, such as Modified Sports and certain Varsity Assistant positions to ensure more competitive coaching salaries, and a decision will be made on or before September 30, 2007.

2007-20**TEACHER CONTRACT SALARY SCHEDULE - Effective Jul****07****SCHEDULE I:**

10425

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
A	47,850	48,817	49,786	50,754	51,724	52,205	53,582	55,434	57,284	59,133	60,557	61,971	63,395
1	50,193	51,290	52,384	53,480	54,578	55,124	56,578	58,473	60,367	62,256	63,734	65,201	66,675
2	52,538	53,761	54,982	56,206	57,432	58,041	59,574	61,512	63,450	65,382	66,910	68,430	69,958
3	54,879	56,231	57,770	58,934	60,287	60,960	62,569	64,550	66,531	68,508	70,088	71,660	73,238
4	57,223	58,701	60,181	61,660	63,141	63,878	65,565	67,590	69,614	71,633	73,265	74,889	76,521
5	59,567	61,174	62,780	64,387	65,995	66,798	68,560	70,628	72,696	74,759	76,440	78,121	79,802
6	61,909	63,644	65,380	67,114	68,850	69,717	71,556	73,667	75,776	77,884	79,618	81,348	83,082
7	64,253	66,114	67,978	69,840	71,704	72,634	74,550	76,706	78,860	81,010	82,795	84,579	86,364
8	66,596	68,586	70,577	72,566	74,558	75,552	77,547	79,744	81,939	84,135	85,971	87,808	89,644
9	68,942	71,059	73,176	75,292	77,413	78,471	80,543	82,784	85,023	87,258	89,149	91,037	92,926
10	71,283	73,529	75,775	78,021	80,265	81,389	83,538	85,823	88,106	90,384	92,325	94,267	96,208
11	73,627	76,001	78,374	80,747	83,121	84,308	86,535	88,863	91,186	93,510	95,503	97,496	99,488
12	75,971	78,472	80,974	83,474	85,975	87,225	89,530	91,901	94,269	96,635	98,680	100,726	102,771
13	78,314	80,943	83,573	86,200	88,830	90,143	92,526	94,940	97,352	99,760	101,856	103,955	106,051
14	80,657	83,413	86,172	88,926	91,684	93,062	95,521	97,979	100,431	102,886	105,034	107,185	109,332
15	83,001	85,885	88,771	91,653	94,539	95,980	98,516	101,018	103,515	106,012	108,212	110,413	112,614

2007-2008 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2007**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
A	47,850	49,300	50,754	52,205	53,582	56,359	59,133	61,265	63,395
1	50,193	51,837	53,480	55,124	56,578	59,417	62,256	64,468	66,675
2	52,538	54,372	56,206	58,041	59,574	62,478	65,382	67,672	69,958
3	54,879	56,907	58,934	60,960	62,569	65,540	68,508	70,874	73,238
4	57,223	59,441	61,660	63,878	65,565	68,599	71,633	74,076	76,521
5	59,567	61,976	64,387	66,798	68,560	71,660	74,759	77,283	79,802
6	61,909	64,511	67,114	69,717	71,556	74,720	77,884	80,485	83,082
7	64,253	67,047	69,840	72,634	74,550	77,782	81,010	83,887	86,364
8	66,596	69,583	72,566	75,552	77,547	80,842	84,135	86,890	89,644
9	68,942	72,118	75,292	78,471	80,543	83,902	87,258	90,094	92,926
10	71,283	74,652	78,021	81,389	83,538	86,962	90,384	93,296	96,208
11	73,627	77,188	80,747	84,308	86,535	90,023	93,510	96,498	99,488
12	75,971	79,724	83,474	87,225	89,530	93,084	96,635	99,704	102,771
13	78,314	82,260	86,200	90,143	92,526	96,144	99,760	102,906	106,051
14	80,657	84,794	88,926	93,062	95,521	99,204	102,886	106,109	109,332
15	83,001	87,328	91,653	95,980	98,516	102,265	106,012	109,312	112,614

2008-2009**ACHER CONTRACT SALARY SCHEDULE - Effective Jul****08****SCHEDULE I:**

1.045

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
A	50,003	51,014	52,026	53,038	54,051	54,555	55,994	57,928	59,862	61,794	63,282	64,760	66,248
1	52,452	53,598	54,741	55,887	57,034	57,605	59,124	61,104	63,084	65,058	66,602	68,135	69,676
2	54,902	56,180	57,457	58,736	60,017	60,653	62,254	64,280	66,305	68,325	69,921	71,509	73,106
3	57,349	58,762	59,279	61,586	63,000	63,703	65,384	67,454	69,525	71,591	73,242	74,885	76,533
4	59,798	61,343	62,890	64,434	65,982	66,753	68,515	70,632	72,747	74,857	76,562	78,259	79,964
5	62,248	63,927	65,606	67,284	68,965	69,804	71,645	73,807	75,967	78,123	79,880	81,636	83,393
6	64,695	66,508	68,323	70,134	71,948	72,854	74,776	76,982	79,186	81,389	83,201	85,009	86,821
7	67,145	69,089	71,037	72,983	74,931	75,903	77,905	80,158	82,409	84,655	86,521	88,385	90,250
8	69,593	71,672	73,753	75,832	77,913	78,952	81,037	83,332	85,627	87,921	89,839	91,759	93,677
9	72,044	74,257	76,469	78,681	80,897	82,002	84,167	86,508	88,849	91,185	93,161	95,134	97,108
10	74,491	76,837	79,185	81,532	83,877	85,052	87,297	89,685	92,071	94,451	96,479	98,509	100,538
11	76,940	79,421	81,901	84,380	86,861	88,102	90,429	92,862	95,290	97,718	99,801	101,883	103,965
12	79,390	82,003	84,618	87,230	89,844	91,150	93,559	96,036	98,511	100,983	103,121	105,259	107,395
13	81,838	84,585	87,334	90,079	92,828	94,199	96,690	99,213	101,733	104,249	106,440	108,633	110,824
14	84,287	87,166	90,050	92,928	95,809	97,250	99,820	102,388	104,951	107,516	109,760	112,008	114,252
15	86,736	89,750	92,766	95,778	98,793	100,299	102,949	105,564	108,173	110,782	113,081	115,382	117,682

2008-2009 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2008**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
A	50,003	51,518	53,038	54,555	55,994	58,895	61,794	64,022	66,248
1	52,452	54,170	55,887	57,605	59,124	62,091	65,058	67,369	69,676
2	54,902	56,818	58,736	60,653	62,254	65,290	68,325	70,717	73,106
3	57,349	59,468	61,586	63,703	65,384	68,489	71,591	74,064	76,533
4	59,798	62,116	64,434	66,753	68,515	71,686	74,857	77,409	79,964
5	62,248	64,764	67,284	69,804	71,645	74,885	78,123	80,760	83,393
6	64,695	67,414	70,134	72,854	74,776	78,083	81,389	84,107	86,821
7	67,145	70,064	72,983	75,903	77,905	81,282	84,655	87,453	90,250
8	72,724	72,714	75,832	78,952	81,037	84,480	87,921	90,800	93,677
9	75,286	75,363	78,681	82,002	84,167	87,678	91,185	94,148	97,108
10	77,843	78,012	81,532	85,052	87,297	90,876	94,451	97,495	100,538
11	80,402	80,661	84,380	88,102	90,429	94,074	97,718	100,840	103,965
12	82,962	83,312	87,230	91,150	93,559	97,273	100,983	104,190	107,395
13	85,520	85,961	90,079	94,199	96,690	100,470	104,249	107,537	110,824
14	88,080	88,610	92,928	97,250	99,820	103,668	107,516	110,884	114,252
15	90,639	91,258	95,778	100,299	102,949	106,867	110,782	114,231	117,682

2009-20**ACHER CONTRACT SALARY SCHEDULE - Effective Jul****09****SCHEDULE I:**

1.045

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
A	52,253	53,310	54,367	55,425	56,484	57,009	58,513	60,535	62,556	64,574	66,129	67,674	69,229
1	54,812	56,010	57,204	58,402	59,601	60,197	61,784	63,854	65,922	67,985	69,599	71,201	72,811
2	57,373	58,708	60,042	61,379	62,718	63,382	65,056	67,172	69,289	71,399	73,067	74,727	76,396
3	59,930	61,406	60,902	64,357	65,835	66,570	65,384	70,490	72,654	74,812	76,538	78,255	79,977
4	62,489	64,103	65,720	67,334	68,952	69,757	71,599	73,811	76,020	78,225	80,007	81,781	83,562
5	65,049	66,803	68,556	70,312	72,069	72,945	74,869	77,128	79,385	81,638	83,475	85,310	87,146
6	67,606	69,500	71,397	73,290	75,186	76,133	78,141	80,446	82,750	85,051	86,945	88,834	90,728
7	70,166	72,198	74,234	76,267	78,303	79,318	81,411	83,765	86,117	88,464	90,415	92,362	94,311
8	72,724	74,898	77,072	79,244	81,419	82,505	84,684	87,082	89,480	91,877	93,882	95,888	97,893
9	75,286	77,598	79,910	82,221	84,537	85,692	87,954	90,402	92,847	95,288	97,353	99,415	101,478
10	77,843	80,295	82,748	85,201	87,652	88,879	91,225	93,721	96,214	98,701	100,821	102,942	105,062
11	80,402	82,995	85,586	88,178	90,770	92,066	94,498	97,040	99,578	102,115	104,292	106,468	108,643
12	82,962	85,693	88,426	91,156	93,887	95,252	97,769	100,358	102,944	105,527	107,761	109,996	112,228
13	85,520	88,392	91,264	94,133	97,005	98,438	101,041	103,677	106,311	108,940	111,230	113,521	115,811
14	88,080	91,089	94,102	97,110	100,121	101,626	104,311	106,996	109,674	112,355	114,700	117,048	119,393
15	90,639	93,789	96,940	100,088	103,239	104,812	107,582	110,314	113,041	115,768	118,170	120,574	122,977

2009-2010 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2009**SCHEDULE II:**

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
A	52,253	53,837	55,425	57,009	58,513	61,545	64,574	66,902	69,229
1	54,812	56,608	58,402	60,197	61,784	64,885	67,985	70,401	72,811
2	57,373	59,375	61,379	63,382	65,056	68,228	71,399	73,899	76,396
3	59,930	62,144	64,357	66,570	68,327	71,571	74,812	77,397	79,977
4	62,489	64,911	67,334	69,757	71,599	74,911	78,225	80,893	83,562
5	65,049	67,679	70,312	72,945	74,869	78,255	81,638	84,395	87,146
6	67,606	70,448	73,290	76,133	78,141	81,596	85,051	87,892	90,728
7	70,166	73,217	76,267	79,318	81,411	84,940	88,464	91,388	94,311
8	75,997	75,986	79,244	82,505	84,684	88,281	91,877	94,886	97,893
9	78,674	78,755	82,221	85,692	87,954	91,624	95,288	98,385	101,478
10	81,346	81,522	85,201	88,879	91,225	94,965	98,701	101,882	105,062
11	84,020	84,291	88,178	92,066	94,498	98,307	102,115	105,378	108,643
12	86,696	87,061	91,156	95,252	97,769	101,650	105,527	108,879	112,228
13	89,369	89,829	94,133	98,438	101,041	104,991	108,940	112,376	115,811
14	92,043	92,597	97,110	101,626	104,311	108,334	112,355	115,873	119,393
15	94,718	95,365	100,088	104,812	107,582	111,676	115,768	119,372	122,977

SCHEDULE I:

1.045

	<u>BA</u>	<u>BA10</u>	<u>BA20</u>	<u>BA30</u>	<u>BA40</u>	<u>BA45</u>	<u>MA</u>	<u>MA10</u>	<u>MA20</u>	<u>MA30</u>	<u>MA40</u>	<u>MA50</u>	<u>MA60</u>
A	54,604	55,708	56,814	57,919	59,025	59,575	61,146	63,259	65,371	67,480	69,105	70,720	72,345
1	57,279	58,530	59,778	61,030	62,283	62,906	64,564	66,727	68,889	71,044	72,731	74,405	76,087
2	59,954	61,350	62,744	64,141	65,540	66,235	67,983	70,195	72,407	74,612	76,355	78,090	79,834
3	62,626	64,169	63,642	67,253	68,797	69,566	65,384	73,662	75,923	78,179	79,982	81,776	83,576
4	65,301	66,988	68,677	70,364	72,054	72,896	74,820	77,132	79,441	81,745	83,607	85,461	87,323
5	67,976	69,810	71,643	73,476	75,312	76,228	78,238	80,599	82,958	85,312	87,231	89,149	91,068
6	70,648	72,628	74,610	76,588	78,569	79,559	81,657	84,067	86,473	88,879	90,857	92,832	94,810
7	73,324	75,447	77,575	79,699	81,826	82,888	85,074	87,534	89,992	92,445	94,483	96,519	98,555
8	75,997	78,268	80,540	82,810	85,083	86,217	88,494	91,001	93,507	96,012	98,107	100,203	102,298
9	78,674	81,090	83,506	85,921	88,341	89,549	91,912	94,470	97,026	99,576	101,734	103,889	106,044
10	81,346	83,908	86,472	89,035	91,596	92,878	95,330	97,938	100,543	103,143	105,358	107,574	109,789
11	84,020	86,730	89,438	92,146	94,854	96,209	98,751	101,407	104,059	106,711	108,985	111,259	113,532
12	86,696	89,550	92,405	95,258	98,112	99,538	102,168	104,874	107,577	110,276	112,610	114,945	117,278
13	89,369	92,369	95,371	98,369	101,370	102,868	105,588	108,343	111,095	113,843	116,235	118,630	121,022
14	92,043	95,188	98,337	101,480	104,626	106,199	109,005	111,811	114,609	117,410	119,861	122,315	124,766
15	94,718	98,009	101,302	104,592	107,885	109,529	112,423	115,279	118,128	120,977	123,487	126,000	128,511

2010-2011 TEACHER CONTRACT SALARY SCHEDULE - Effective July 1, 2010

SCHEDULE II:

	<u>BA</u>	<u>BA15</u>	<u>BA30</u>	<u>BA45</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>MA45</u>	<u>MA60</u>
A	54,604	56,259	57,919	59,575	61,146	64,315	67,480	69,913	72,345
1	57,279	59,155	61,030	62,906	64,564	67,805	71,044	73,569	76,087
2	59,954	62,047	64,141	66,235	67,983	71,298	74,612	77,225	79,834
3	62,626	64,940	67,253	69,566	71,401	74,792	78,179	80,879	83,576
4	65,301	67,832	70,364	72,896	74,820	78,282	81,745	84,533	87,323
5	67,976	70,724	73,476	76,228	78,238	81,776	85,312	88,192	91,068
6	70,648	73,618	76,588	79,559	81,657	85,268	88,879	91,847	94,810
7	73,324	76,512	79,699	82,888	85,074	88,762	92,445	95,500	98,555
8	79,417	79,405	82,810	86,217	88,494	92,254	96,012	99,156	102,298
9	82,214	82,299	85,921	89,549	91,912	95,747	99,576	102,812	106,044
10	85,006	85,191	89,035	92,878	95,330	99,238	103,143	106,467	109,789
11	87,801	88,084	92,146	96,209	98,751	102,731	106,711	110,120	113,532
12	90,597	90,978	95,258	99,538	102,168	106,224	110,276	113,778	117,278
13	93,390	93,872	98,369	102,868	105,588	109,716	113,843	117,433	121,022
14	96,185	96,764	101,480	106,199	109,005	113,209	117,410	121,088	124,766
15	98,980	99,656	104,592	109,529	112,423	116,701	120,977	124,744	128,511

Trudi Davis

**Trudi Davis
Federation President**

Ronald D. Valenti

**Ronald D. Valenti, Ph.D.
Superintendent of Schools**

August 22, 2007

50/50 Health Proposition Facts as of 8/22/07

Family Health Cost Projection (10% inc per year) and Employee Share of Cost with Fixed 11.5%

1.1

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Premium Cost	\$14,377	\$15,815	\$17,396	\$19,136	\$21,049
\$ increase in premium from prior year	-	\$1,438	\$1,581	\$1,740	\$1,914
50/50 Share	\$0	\$719	\$791	\$870	\$957
11.5% ECR	<u>\$1,653</u>	<u>\$1,653</u>	<u>\$1,653</u>	<u>\$1,653</u>	<u>\$1,653</u>
Net Cost to Employee	\$1,653	\$2,372	\$2,444	\$2,523	\$2,610
% of Premium	11.5%	15.0%	14.0%	13.2%	12.4%

Individual Health Cost Projection (10% inc per year) and Employee Share of Cost with Fixed 11.5%

1.1

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Premium Cost	\$6,707	\$7,378	\$8,115	\$8,927	\$9,820
\$ increase in premium from prior year	-	\$671	\$738	\$812	\$893
50/50 Share	\$0	\$335	\$369	\$406	\$446
11.5% ECR	<u>\$771</u>	<u>\$771</u>	<u>\$771</u>	<u>\$771</u>	<u>\$771</u>
Net Cost to Employee	\$771	\$1,106	\$1,140	\$1,177	\$1,217
% of Premium		15.0%	14.0%	13.2%	12.4%