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#### **Contract Database Metadata Elements**

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**THE BRIDGEHAMPTON UNION FREE SCHOOL DISTRICT**

**AGREEMENT  
BETWEEN  
THE BOARD OF EDUCATION  
AND  
THE BRIDGEHAMPTON TEACHERS' ASSOCIATION**

**JULY 1, 2013 TO JUNE 30, 2018**

## TABLE OF CONTENTS

MISSION STATEMENT .....	1
INTRODUCTION .....	2
ARTICLE I – RECOGNITION .....	2
ARTICLE II - DEFINITIONS.....	2
ARTICLE III – NEGOTIATIONS PROCEDURE .....	3
ARTICLE IV - ASSOCIATION PRIVILEGES AND PROCEDURES.....	3
ARTICLE V – GRIEVANCE PROCEDURES.....	4
ARTICLE VI – TEACHING EMPLOYMENT AND CONDITIONS .....	5
ARTICLE VII – SALARIES FOR THE 2013-14 THROUGH 2017-18 SCHOOL YEARS .....	12
ARTICLE VIII - TEACHER BENEFITS .....	18
ARTICLE IX – MISCELLANEOUS PROVISIONS .....	25
ARTICLE X - DURATION.....	26
ARTICLE XI - .....	26
SIGNATORY PAGE.....	27
APPENDIX A.....	28

## **MISSION STATEMENT FOR BRIDGEHAMPTON UNION FREE SCHOOL DISTRICT**

We, as Bridgehampton community members, are responsible for and benefit from comprehensive education.

The purpose of the Bridgehampton School is to provide an educational system which will serve our community and develop responsible citizens who are self-motivated, life-long learners. To achieve this purpose, we will expand opportunities for positive involvement in our educational system by community members, parents, teachers, and students.

To prepare our students to lead productive lives in the future, we will strive to develop literate individuals who are caring, confident, and open-minded. We are committed to programs and an atmosphere that nourish academic excellence, social awareness, and moral responsibility and a preparation for responsible career choices.

In addition to the traditional 3R's and computer competency, our curriculum will focus on critical thinking, effective communication, problem solving, the enjoyment of reading, and an appreciation of the visual and performing arts.

Our ultimate goal is that our students will realize their maximum potential and demand nothing less than excellence from themselves, from each other, and from the community.

## **INTRODUCTION**

The parties to this Agreement are committed to the Mission Statement of the Bridgehampton Union Free School District and pledge joint support and effort to develop the conditions for success pledged therein. This Agreement was developed and should be viewed as an important part of our collective efforts to ensure that the Bridgehampton Union Free School District is successful in achieving its Mission.

Both parties to this Agreement endorse opportunities for all employees to become involved in the decision making process. This decision making process shall include open dialogue in which issues are presented, defined, discussed, and resolved. This shall be a process in which those affected by a decision participate, either directly or through representation of their choosing. Employees are expected to contribute to the educational environment of the District through various "AD HOC" continuing, and developing groups in areas of professional expertise where decisions are made which significantly impact the educational environment.

## **ARTICLE I**

### **RECOGNITION**

The Bridgehampton Board of Education recognizes the Bridgehampton Teachers' Association, NYSUT, AFT, AFL-CIO, as the exclusive bargaining unit for all teachers (excluding per diem substitutes and replacement or long-term permanent substitutes not meeting the definition of teacher set forth in Article II herein), part-time teachers, teaching assistants, and the school nurse employed by the Board.

## **ARTICLE II**

### **DEFINITIONS**

The Bridgehampton Board of Education and the Bridgehampton Teachers' Association agree to the use of abbreviated titles in the Agreement. Those titles which will be abbreviated and in constant use throughout this Agreement are:

The Board - The Board of Education of the Bridgehampton School District #9.

The Superintendent - The Chief School District Administrator of the Bridgehampton Primary Grade and High School.

Teacher - All full-time teachers, librarians, guidance counselors, guidance director, school psychologist, nurse and replacements or long term permanent substitutes in vacant but encumbered positions after 30 days.

- Nurse - A person with an R.N. in Nursing functioning full-time in the School District.
- Part-Time Teacher - Any person performing instructional duties at least 1/3 of the normal teacher's workload or work time.
- Teaching Assistant - As defined in the New York State Education Law and Regulations of the Commissioner of Education for the State of New York.

### **ARTICLE III**

#### **NEGOTIATIONS PROCEDURE**

- A. The parties agree to meet during the spring prior to the expiration of this Agreement to commence negotiations for a successor Agreement.
- B. The Board and Superintendent in accordance with specific proposals related to negotiations agree to furnish all reasonable, available information concerning financial details related to proposals made.

### **ARTICLE IV**

#### **ASSOCIATION PRIVILEGES AND PROCEDURES**

- A. The parties shall make available to each other, upon request, any and all information, statistics, and records relevant to the proper administration or enforcement of the agreement.
- B. There shall be no reprisals of any kind taken against any teacher because of membership in the Association or participation in its activities.
- C. The Board within seven (7) days will provide the Association by e-mail with a copy of the approved minutes of all Board meetings, both regular and special.
- D. Agency Fee Deduction

Pursuant to law, the District shall deduct from the salaries of teachers in the bargaining unit who are not members of the Association a service fee levied by the Association. The agency shop deduction shall be made following the same procedures as applicable for dues check-off, except as otherwise mandated by law. The service fee shall be equal to the sum of the dues for membership in NYSUT-AFT plus dues for membership in the Association.

For part-time teachers whose schedules become more than half of a full-time teaching day, the deduction shall be equal to the regular deduction times their "fractional-amount" of regular salary schedule.

Part-time teachers who teach ½ or less of the full-time teaching day are NOT subject to the provisions of this section.

The Association shall indemnify and hold the District harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the District for the purposes of complying with any of the provisions of this subdivision.

E. At one meeting of each year, the Board of Education will have a representative(s) present to meet with representatives of the Teachers' Association at the Association's request. The Teachers' Association representatives will discuss their agenda for the meeting with the Superintendent one month in advance of the requested meeting date. The Board may add items to the agenda if it chooses. Any meetings with the Board representative(s) beyond the one meeting will be at the discretion of the Board.

## **ARTICLE V**

### **GRIEVANCE PROCEDURES**

Definition of Grievance: A grievance is a claim by any teacher, group of teachers, or the Association based on any claimed violation, misinterpretation, or inequitable application of the terms of this agreement.

Level One:

A. A teacher with a grievance will first discuss it directly with the Principal within seven (7) school days of the date of the grievance with the objective of resolving the matter informally. The teacher may have an Association representative present the grievance if he/she wishes.

B. If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One (A) or if no decision has been rendered within seven (7) school days, he/she shall submit his/her grievance in specific terms, in writing, to the Superintendent. The Superintendent shall respond in writing within seven (7) school days after receipt of the written grievance.

Level Two:

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within seven (7) school days after he/she has met with the Superintendent, the grievance may be filed in writing with the Board.

Within seven (7) school days after receiving the written grievance, the Board of Education will meet with the aggrieved person and a representative of the Association if the teacher wishes.

Level Three:

If the Association is not satisfied with the disposition of the grievance at Level Two, or if no decision has been rendered within seven (7) days after the grievant first met with Board, the

Association may submit the grievance to arbitration before an arbitrator mutually selected by the parties. In the event the parties are unable to agree upon the selection of an arbitrator, selection shall be conducted through the American Arbitration Association. The arbitrator shall hear the matter promptly and issue a decision within thirty days after the close of the hearing. The decision of the arbitrator will be final and binding on both parties. The arbitrator shall have no power or authority to make any decision which is in violation of law or which is in violation of this Agreement. The parties will share equally in the arbitrator's fee.

No reprisals of any kind will be taken by the board or by any member of the Administration against any party in interest, any member of the Association, or any other participant in the grievance procedure by reason of such participation. The documents, communications and records dealing with the processing of grievances will be filed separately from the personnel files of the employees.

## **ARTICLE VI**

### **TEACHING EMPLOYMENT AND CONDITIONS**

#### **A. WORKING: CONDITIONS**

All working conditions described below are applicable to the entire faculty except where indicated.

#### **B. TEACHING HOURS**

1. The school day for bargaining unit members shall consist of seven (7) hours. Sign-in time for members of the bargaining unit shall be 7:45 a.m. (note time arrived) and sign-out time shall be 2:45 p.m. up until 3:30 p.m. (note time departing). Notwithstanding the foregoing, all bargaining unit members shall be required to be available to students for extra help for forty-five (45) minutes once a week outside of regular school hours. Teachers shall receive no additional compensation for this weekly forty-five (45) minute extra help session. The time of day during which teachers shall provide such extra help shall be mutually agreed upon by the teacher and the Superintendent. The day of the week such help shall be provided will be at the discretion of the teacher.

2. All members of the bargaining unit shall be dismissed at 2:45 p.m. The time period from 2:00 p.m. to 2:45 p.m., for the elementary school teachers (Pre-K through grade 6) will be a professional period during which time the following activities may occur:

- (a) Common planning;
- (b) Curriculum development;
- (c) Evaluation of student work;
- (d) Consultation with staff;



- (e) Staff meetings at the department or grade level;
- (f) Instructional support team meetings;
- (g) Committee on Special Education meetings;
- (h) Mentoring (teacher/student);
- (i) Parent Conferences;
- (j) To serve on special committees;
- (k) Staff development/professional growth activities;
- (l) Faculty meetings;
- (m) Extra help (provided for a teacher's assigned students who require additional support, or as otherwise mutually agreed upon between the Association and the principal);
- (n) Other activities as mutually agreed upon between the District and the Association.

In connection with the professional period activities as described above, the following conditions apply:

- (a) No evaluation or formal observation shall occur except to the extent necessary to insure that a specific professional activity is occurring;
- (b) No formal lesson plans are required for these periods;
- (c) This period will not be used to provide individualized education plan services for special education students;
- (d) No duty assignment shall be made for teachers, but teaching assistants may be assigned duties; and
- (e) Two (2) days per week the District shall select the activities from the above list, and three (3) days per week the individual teacher shall select the activities from the above list.

3. All teachers shall have a forty (40) minute lunch period daily.

4. Back to School Night - Teachers will be expected to attend two evening meetings involving parents per year.

5. Faculty meetings may be scheduled two times per month, first and third Mondays of the school calendar adjusted for holidays or vacation conflicts. The Superintendent may schedule additional meetings with notice given at least one week in advance. It is understood that a member of the bargaining unit will not be asked to attend more than one additional meeting per semester and that the additional meeting will not extend the school day by more than thirty minutes. Emergency meetings may be called at the discretion of the Superintendent after he/she consults with the BTA President.

6. Use of the Flexible Schedule shall further the Mission of the Bridgehampton Union Free School District. Flexible schedules for BTA members must total the same number of contractual work hours as defined for other BTA members in the negotiated Agreement. In all instances, flexible schedules for BTA members will be voluntary and put in place only with the written consent of the BTA member. The purpose of the flexible schedule and the duration of the assignment will be defined in a written agreement between the BTA member and the School District and signed by the BTA member, the Superintendent, and the BTA President.

### C. SCHOOL YEAR

1. The school calendar shall consist of 184 days. Teachers shall be required to provide instruction to pupils for 180 days (with the District determining if any of those days shall be used in whole or in part for staff conference days), and one additional Superintendent's Conference day. The three additional days included in the school calendar have been scheduled for use as inclement weather days. If any of these days are not used for that purpose they shall be used as additional holiday days to be scheduled at the District's discretion. The District shall consult with the BTA when determining the school calendar.

2. The District may require BTA members to work up to three additional days of teaching beyond the 180 days. Any days so designated may be used for instruction or for involvement for all or part of the staff in professional meetings, in-service, or curriculum development. BTA members so involved will be compensated on a per diem basis (1/180<sup>th</sup> of the teacher's salary). The three days shall fall within the months of September through June, or other professional assignments designated by the Superintendent and mutually agreed upon by the BTA President.

3. Voluntary participation in in-service training for in-service credit may be accepted and completed any time during the year. One in-service credit shall be granted for every 15 hours of approved in-service training.

4. A half-day session for all students will be scheduled at the end of each of the first and third marking periods. The elementary and secondary teachers shall spend the remainder of those days on professional assignments, holding parent conferences, student evaluation meetings, curriculum development conferences, or other professional assignments designated by the Superintendent and mutually agreed upon by the BTA President.

D. TEACHER LOAD

1. Assigned period - The term "assigned period" as used in this contract shall mean: to be confined in any given area with one or more pupils. The term includes, but is not limited to teaching periods, laboratories, study halls, lunch duty.

2. Secondary and Middle School bargaining unit members and special area teachers assigned to work at both the elementary and secondary level shall have the following workday:

- a. Six (6) teaching periods (one of which shall be a tutorial).
- b. One (1) duty period to be assigned at the discretion of the Superintendent.
- c. One (1) unassigned preparation period.
- d. One (1) duty-free lunch period.
- e. One (1) four-minute homeroom.
- f. One period which will be a professional period, during which time the District will assign the following activities to occur:
  - (a) Common planning;
  - (b) Curriculum development;
  - (c) Evaluation of student work;
  - (d) Consultation with staff;
  - (e) Staff meetings at the department or grade level;
  - (f) Instructional support team meetings;
  - (g) Committee on Special Education meetings;
  - (h) Mentoring (teacher/student);
  - (i) Parent Conferences;
  - (j) To serve on special committees;
  - (k) Staff development/professional growth activities;
  - (l) Faculty meetings;

- (m) Other activities as mutually agreed upon between the District and the Association.

In connection with the professional period activities as described above, the following conditions apply:

- (a) No evaluation or formal observation shall occur except to the extent necessary to insure that a specific professional activity is occurring;
- (b) No formal lesson plans are required for these periods;
- (c) This period will not be used to provide individualized education plan services for special education students; and

All periods (other than homeroom and lunch) shall be thirty-eight (38) minutes in length. Homeroom shall be four (4) minutes in length and the lunch period shall be forty (40) minutes in length. "Tutorial" as referenced herein, shall refer to Academic Intervention Services or content area labs. "Duty period" as referenced herein shall refer to hall duty, bus duty, lunch duty and, if necessary, study hall. Study hall, if utilized, shall not be considered an instructional period. Science labs will be counted as a teaching period for purposes of this provision.

3. An after school instructional period may be added to the school day of selected students for the purpose of remedial instruction and/or enrichment. This time is above and beyond the 45 minute per week of extra help as described above to be included in Article VI Section B, Paragraph 1. Volunteer teachers will conduct the extension of the school day. Teachers who have been selected to teach this instructional period will be compensated on an hourly basis of the teacher's annual salary. The program will be evaluated on a yearly basis. It is the responsibility of the Superintendent to develop the yearly evaluation form. Variations will be subject to teacher approval and a negotiated agreement agreed to by the BTA President and signed by the BTA President, the individual teacher(s), and the Superintendent.

4. Elementary teachers shall have a daily preparation period of no less than thirty-five (35) minutes, exclusive of lunch. In the event the District is unable to arrange coverage for the elementary teacher in order to provide the preparation period, the member who, as a result, does not receive the preparation period will be compensated at 1/6<sup>th</sup> of 1/200<sup>th</sup> of his/her daily rate of pay.

5. Mandatory meetings and/or conferences scheduled by the Superintendent during a teacher's unassigned period shall not exceed two (2) per marking period. The intent herein is for the Superintendent to be reasonable and that he/she shall not be arbitrary or capricious in utilization of conference needs.

6. Secondary teachers may be assigned to chaperone students attending a performance at a neighboring school no more than once per semester during preparation periods.

7. An opportunity will be provided for teachers, guidance counselors, and the guidance director to review assignments and class lists. Such opportunity shall be provided by June 1<sup>st</sup> with regard to assignments for the following school year, if practicable. In the event the District is unable to provide that opportunity by June 1<sup>st</sup>, administration will advise the affected teacher and provide an explanation. Suggestions by the teacher, guidance counselor and/or guidance director will be considered prior to the time the Superintendent makes the final decision on assignments.

8. Secondary teachers will serve as homeroom teachers and class advisors on a rotating basis.

E. EXTRA-CURRICULAR DUTY ASSIGNMENTS

Extra-curricular duty assignments shall be recommended by the Superintendent in a manner he/she deems appropriate to meet district needs.

F. EXTRA-CURRICULAR EMPLOYMENT

Notification of job opportunities in the following areas shall be posted on the faculty room bulletin board:

1. Adult Education
2. Tutoring
3. Professional In-Service Courses
4. Summer Programs
5. Athletic Programs
6. Student Clubs and Programs
7. Extra-Curricular Activities

Teacher unit members shall be given priority consideration for extra-curricular, coaching and advisor positions over non-unit member applicants. Such priority shall not apply, however, to teacher unit members who have not performed in a satisfactory manner in the past.

G. TEACHER OBSERVATIONS/EVALUATIONS

1. Teacher observations/evaluations may be "Pre-arranged" or unannounced by the Superintendent or certified administrator appointed by the Board of Education. For a planned, formal observation, the teacher shall be notified three (3) days in advance of the observation. Pre-and Post-observation conferences will be held prior to the written report of this pre-arranged observation. A post-observation conference will be held prior to the development of a written report in the case of an unannounced observation.

2. No material of a negative nature relating to a teacher's conduct, service, character, or personality shall be placed in his/her personnel file unless the teacher has had the opportunity to review the material. The teacher shall acknowledge that he/she had the opportunity to review

the materials by affixing his/her signature to the copy to be filed, with the expressed understanding that such signature in no way indicates agreement with the contents. The teacher shall also have the right to submit a written answer to such material and have it attached to the file copy.

3. Each teacher shall be given the right to have valid professional reports or notices of special achievements placed in his/her personnel file.

4. Teachers have the right to review and to duplicate the contents of their personnel files.

#### H. TEACHER NOTIFICATION OF SALARY

Notice of salary shall be received by each teacher by June 1<sup>st</sup> or within one week after ratification of this agreement if after June 1<sup>st</sup>.

#### I. PROBATIONARY TEACHER NOTIFICATION OF EMPLOYMENT

All untenured teachers shall be notified as to the status of their employment for the following school year by May 15<sup>th</sup>.

#### J. TEACHER RE-ASSIGNMENT

In the reassignment of a teacher who has been in the District for one or more years, the option of grade level and/or subject matter shall be discussed by the teacher and the Superintendent. In that discussion, prior to any reassignment, the teacher involved shall be apprised of the reason for assignment. Official written notice of reassignment will be given as soon as practicable thereafter with June 1<sup>st</sup> as a target date.

#### K. TEACHER AREAS

The Board and the Association agree to keep the Teachers' room and dining area sanitary and clean. The Board shall provide facilities for the duplication of teachers' materials for classroom use.

#### L. SUBSTITUTE TEACHER NOTIFICATION OF EMPLOYMENT

Every effort shall be made to notify all long-term substitute teachers as to the status of their employment for the following school year by May 15<sup>th</sup>.

#### M. SALARY PAYMENT

Members of the bargaining unit will be paid every two weeks. Initial starting date and salary options shall be offered by the District in twenty-one (21) or twenty-six (26) payments and chosen by the teacher at the start of the school year. Every effort will be made to have payment selections completed by the last day of the school year.

N. DIRECT DEPOSIT

Direct deposit will be made available to all BTA members at no cost providing there is no cost passed on to the District by the banking industry.

ARTICLE VII

SALARIES FOR THE 2013-14 THROUGH 2017-18 SCHOOL YEARS

Salaries for the 2013-14 through 2017-18 school years shall be paid according to the included salary schedule and associated indexing schedule. Additional pay for coaching and other duties related to the athletic program will be made according to the included Interscholastic Sports Pay Schedule (Article VII, F).

The salary schedule shall be increased by the following percentages:

2013-14	0
2014-15	0
2015-16	.5%
2016-17	.5%
2017-18	.75%

1. A teacher who qualified for a salary in two different columns of the salary schedule (for example: a teacher has Bachelor's plus sixty (60) credits and also a Master's) will be paid the larger of the two salaries for which he/she qualified.

2. In order to earn salary increment credit for new courses taken, the teacher must apply to the Superintendent for approval prior to taking the course. The request is to be made in duplicate on the appropriate form (Appendix A) and the Superintendent will return one copy to the teacher indicating approval or disapproval. Approval will be granted for courses directly related to classroom content or skills related to specific subject areas of the teacher, as determined by the Superintendent. The Superintendent's discretion with regard to the approval or disapproval of courses for increment purposes shall not be exercised in an arbitrary or capricious manner. For courses which are approved, the teacher shall submit an official transcript to the Business Office after completion of the course.

For a teacher to be paid for Bachelor's plus a number of credits, the credits should be earned graduate courses and/or In-Service courses. For a teacher to be paid for Master's plus a number of credits, the credits should be earned in graduate courses after receiving the Masters Degree and/or In-Service Courses. However, the teacher may receive "Master's plus" credit for a course taken before or during the earning of the Master's Degree as long as the course is a graduate or in-service level course and all of the following conditions are met.

- a. The course is not a pre-requisite for the Master's Degree.
- b. The course does not satisfy any of the requirements for the Master's Degree.
- c. The course is approved for increment purposes by the Superintendent.

3. All credits earned for salary increment purposes are to be approved by the Superintendent. A request for approval is made by copying and completing the form for tuition reimbursement (Appendix A). Refer to Article VIII A. Teachers who submit proof of course completion in accordance with this Article by November 1<sup>st</sup> for courses completed on or before September 1<sup>st</sup> shall be entitled to column advancement retroactive to September 1<sup>st</sup>. Proof submitted after November 1<sup>st</sup> shall have column advancement applied the following September 1<sup>st</sup>.

B. Teaching Assistant's will be paid 60% of Step 1 of BA column and \$2,000 for college tuition, fees, and related expenses; the \$2,000 may be given in a lump sum or in two payments, September and January. Henceforth, the sum of \$100 will be awarded for successful completion of each graduate: or undergraduate credit leading toward teacher certification. There will be a 50% tuition, fee, and related expenses reimbursement. Salary increases will be paid as of date verified.

C. SCHOOL NURSE

The school nurse will continue on the BA column with longevity move. The nurse may henceforth accumulate graduate and or in-service credits for the purpose of advancement on the salary schedule, this includes 50% tuition reimbursement.

D. TEACHER LONGEVITY

Salaries of persons who have completed twenty (20), twenty-one (21), or twenty-two (22) or more years of service adjusted with the yearly salary schedule will be more than the regularly scheduled salaries by the following amounts.

STEP	ADDITION TO THE REGULAR SALARY
21-24	\$ 650.00
25-29	\$1,200.00
30 or more	\$1,700.00

Years of CREDITED Prior Service" is equal to the number of years completed at Bridgehampton School.





PBIS Coordination	\$1000 (cap can be shared)
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**Chaperones (non-advisor chaperones for trips, programs during non-school hours)**

Chaperone (less than 4 hours)	\$65.00
Chaperone (more than 4 hours, includes overnight)	\$100.00

**Extra (substitute coverage) coverage, over and above teacher's day (when substitute not available)**

Extra substitute coverage	Base yearly rate/200 divided by 6 hours divided by 60 minutes times minutes per period
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**Extracurricular programs and other Teacher assignments**

Public Relations Liaison (weekly news to newspapers)	\$1000
Newsletter (4 per year, including summer)	\$3200
Culture Club (2)	\$3000 (shared)
Communication Arts (2)	\$3000 (shared)
New Teacher Mentor	\$61 per hour
Yearbook Advisors (2)	\$3115 (shared)
Non-instructional duties	\$61 per hour
Home tutoring	\$67 per hour
Curriculum Writing	\$61 per hour
Summer Programs (as developed annually)	MA Step 1 hourly rate
Summer School (instructional for AIS, special services or credit bearing)	Teacher's hourly rate as per salary
Arts in Education	\$997
National Honor Society	\$600
Teacher of PD/Inservice	\$1500 and 15 credit hours
Teacher of Adult Education	Teacher's hourly rate as per salary plus 10% for travel
ASPIRE program (2 people)	\$ 47 per day

1. Stipend for Class Advisors (The job description will be posted by the Office of the Superintendent):

Junior Class Advisor (2)	\$3,800 (shared)
Senior Class Advisor (2)	\$4,000 (shared)

2. Expenses for the Senior Trip will be made available for Advisors. The Advisors' expenses (hotel and travel) will be paid by the Board of Education. This amount shall be the same as the hotel and travel costs of students participating. Spouses may pay their own way. The Board will pay expenses (hotel and travel) for two chaperones for the Senior Trip. While these two chaperones are typically the Class Advisors, unforeseen circumstances may result in the need to engage an "alternate" chaperone for the Senior Trip. In such a case, the Advisor accompanying the Seniors may select an acceptable alternate who will then receive a sum equal to transportation and hotel costs.

3. Advisor/Homeroom Teachers 7- 10

- a. Will be appointed by the Superintendent. They will remain Advisors/Homeroom Teachers of the class which they are assigned, which is, in most cases, the 7th grade. They will follow the class to which they are assigned.
- b. Advisor/Homeroom Teachers Grades 11 and 12 will be "paid volunteers" as per #1 above. Preference will be given to previous Advisor/Homeroom Teachers who have worked with any specific class. Primary responsibilities are fund raising, chaperoning "class trip" and tasks related to graduation.

4. The Senior Class Advisors will be equally responsible for the planning, organizing, and coordinating of all Senior Class fund raisers; determining with the Seniors the destination of the Senior Class trip; accompanying the Seniors in a chaperone capacity on the trip; and, facilitating all financial arrangements related to the trip.

5. Two meetings per year will be scheduled by the Superintendent (end of September and the end of January) to review plans and responsibilities of Junior and Senior Advisors. In the event that the two Advisors will not be sharing equally in total responsibilities for Junior and Senior Class Advisorship, an equitable re-distribution of funds will be determined based upon documented proof of effort. In the event that one or both of the Advisors are unwilling/unable to participate in Junior and/or Senior Advisor responsibilities, the Superintendent will seek volunteers for these advisorships in terms of fund raising and Senior Trip responsibilities.

6. For the academic years 2013-14 through 2017-18, the Junior and Senior Class Advisor will enter into a Memorandum of Understanding with the Bridgehampton Union Free School District specifying intent to conduct fundraisers and to chaperone the Senior Trip.

7. This Memorandum of Understanding will include a written breakdown of those responsibilities for which each Advisor is responsible. It will be the responsibility of the Advisors to develop this "Agenda of Responsibilities".

8. The Superintendent must approve the destination of the trip as well as the number and kinds of fund raising activities listed in the Memorandum of Understanding.

9. The Senior Class Advisors will file with the Superintendent on or before October 15<sup>th</sup> a schedule of fund raising for the academic year.

10. Further, the Senior Class Advisors will be responsible for the following tasks related to graduation: practicing for graduation, determining the Class Theme, determining the program related to senior speakers, and the collecting of caps and gowns.

F. Interscholastic Sports Pay Schedule:

Boys' and Girls' Interscholastic Coaching:

Percent of Base (BA Step 1)

Number of years		1	2	3	4	6	8	10+
Basketball	Varsity	11	12	13	14.5	15.5	16.6	18
	JV	8	9	10	11.5	12.5	13.5	15
	7&8	5	6	7	8.5	9.5	10.5	12
Baseball	Varsity	10	11	12	13.5	14.5	15.5	17
	JV	8	9	10	11.5	12.5	13.5	15
	7&8	5	6	7	8.5	9.5	10.5	12
Volleyball	Varsity	7	8	9	10.5	11.5	12.5	14
	JV	5	6	7	8.5	9.5	10.5	12
	7&8	3	4	5	6.5	7.5	8.5	10
Soccer	Varsity	9	10	11	12.5	13.5	14.5	16
	JV	5	6	7	8.5	9.5	10.5	12
	7&8	3	4	5	6.5	7.5	8.5	10
Golf	Varsity	7	8	9	10.5	11.5	12.5	14
	JV	5	6	7	8.5	9.5	10.5	12
	7&8	3	4	5	6.5	7.5	8.5	10
Tennis	Varsity	7	8	9	10.5	11.5	12.5	14
	JV	5	6	7	8.5	9.5	10.5	12

	7&8	3	4	5	6.5	7.5	8.5	10
Cheerleading	Varsity	4	5	6	7.5	8.5	9.5	11
	JV							
	7&8							
Softball	Varsity	10	11	12	13.5	14.5	15.5	17
	JV	8	9	10	11.5	12.5	13.5	15
	7&8	5	6	7	8.5	9.5	10.5	12
Cross Country	Varsity	6	7	8	9.5	10.5	11.5	13
	JV							
	7&8							

Post Season Increments for Coaches

For post-season play, play beyond the regular season, coaches will receive a percentage of their salary based on the number of weeks of the regular season.

**ARTICLE VIII**

**TEACHER BENEFITS**

A. Tuition Refund Program

The tuition and fees incurred by a teacher, teaching assistant or nurse for each college or in-service course taken may be reimbursed in the amount of 50% of such costs.

The teacher shall submit application forms seeking approval for such courses to the Superintendent at the earliest possible date, and prior to enrolling in the course. The application must be submitted in duplicate. One of these copies will be returned to the teacher with approval or disapproval indicated (See Appendix A). Refer to Article VII.A.3. The Superintendent's discretion in approving or disapproving courses shall not be exercised in an arbitrary or capricious manner. Approval will be granted for courses directly related to classroom content or skills related to specific subject areas of the teacher, as determined by the Superintendent.

The tuition refund program does not apply to persons on Sabbatical Leave.

Payment will be made to teachers within thirty (30) days upon successful completion of the Course of study and submission of required forms.

The Board reserves the right to deny any request based on the educational needs of the district. Requests must be submitted prior to budget preparation for the following school year.

For tuition reimbursement, a teacher must complete the approved course with a grade of "B" or better. Teachers shall submit an official transcript to the Business Office after completion of the course.

B. Personal Leave

Each teacher is entitled to two (2) days of "personal" leave. One additional personal day may be granted at the discretion of the Superintendent for the purpose of allowing an employee to address personal business which cannot be handled outside of the workday. Unused personal days may be transferred to accumulated sick leave.

1. Teachers who know in advance that personal leave days will be taken are required to file notice as soon as possible with the Superintendent stating the date(s) of such leave.
2. Teachers who must take personal leave because of unexpected personal business will arrange for a substitute teacher in the usual manner. Immediately upon return to school, the teachers shall file notice to inform the Superintendent that personal/leave was taken.

C. Professional Leave

A teacher may request leave to attend conventions or other similar professional activities. To apply, the teacher must complete the appropriate form stating the nature of the professional activity and the date of the anticipated leave. Requests to be reimbursed for all or part of the expenses incurred for attending such activities may be included in the annual budget request prepared by the teacher.

D. Child Rearing Leave

Teachers shall have the right to unpaid leave of up to two years for the purpose of child rearing, including for adopted children. Return from such leave of absence shall be at the start of the school year or semester if such leave is beyond that which the employee would be entitled to under the Family Medical Leave Act. At least sixty days notice shall be given before the leave commences. The Board will maintain teacher health and dental benefits for a period of one year. During the second year of the child rearing leave, the teacher may elect to pay the health and dental premiums in order to continue coverage.

E. Sick Leave

Sick leave is fifteen (15) days per year. Unused sick leave accumulates to a total of 210 days. Sick leave is granted for personal illness. A limit of 30 days per year out of a teacher's, teaching assistants, or nurse's accumulated sick leave will be available for sickness in the immediate family. For purposes of this Section, "immediate family" shall be spouse, children, parents, mother-in-law, father-in-law, sister, brother, grandparents or domestic partner (provided the domestic partner qualifies as such pursuant to the NYSHIP Plan Rules).

F. Bereavement Leave

Five (5) consecutive school days will be granted in the event of death in one's immediate family. For purposes of this Section, "immediate family" shall be spouse, children, parents, mother-in-law, father-in-law, sister, brother, grandparents or domestic partner (provided the domestic partner qualifies as such pursuant to the NYSHIP Plan Rules.)

G. Catastrophic Sick Leave

The Board may grant catastrophic sick leave to an individual teacher; that is, additional sick days may be granted or an individual voluntary teacher sick bank may be allowed. If the Board allows individual voluntary teacher sick bank for the individual experiencing catastrophic illness, contributions from teachers must come from days of entitlement within the 210-day limit set in the sick leave policy. Catastrophic sick leave as set forth herein shall apply only to a teacher's own catastrophic illness.

H. Sabbatical Leaves

Teachers, teaching assistants, or nurse who have served in the system for seven (7) years are eligible for sabbatical leave during the academic year or during the summer.

Complete details of the program are given below:

THE PRIMARY PURPOSE OF THE SABBATICAL PROGRAM IS THE IMPROVEMENT OF THE PROFESSIONAL QUALIFICATIONS OF THE TEACHING PERSONNEL OF THE BRIDGEHAMPTON SCHOOL AND THEREBY FURTHERING THE MISSION OF THE BRIDGEHAMPTON SCHOOL.

1. Accordingly the Board will grant leaves for:

- A. Formal graduate study: a minimum of twenty (20) credits required for a full year leave, ten for a semester leave, and six for a leave during the summer. The content of the course should be in (a) the teacher's field of work at Bridgehampton, or (b) a closely related and supporting field.
- B. Independent research and/or travel undertaken in consultation with the Superintendent.
- C. Writing of a doctoral thesis

2. A. There should be a maximum of:

- a. one full year leave in any complete school year or,
- b. two one-semester leaves in any school year, or
- c. four one-summer leaves in any one year.

- B. The Board, however, reserves the right to refuse to grant a leave in any year. A summer leave will be considered one-sixth of a full year's leave.
- C. A teacher may apply for:
  - a. A full year's pay at the scheduled rate then in effect.
  - b. A semester leave, for which the teacher will receive a half year's pay scheduled rate then in effect.
  - c. One summer's leave, for which the teacher will receive one-sixth of a year's pay at the scheduled rate then in effect.
  - d. Two consecutive summer leaves, for which the teacher will receive one-sixth of a year's pay at the scheduled rate then in effect for EACH summer.
- D. If the Superintendent is unable to find a substitute for any teacher, teaching assistant, or nurse already granted a sabbatical leave:
  - a. the Superintendent will inform the teacher that the leave may not be granted as scheduled, and
  - b. the teacher will automatically be granted the equivalent leave in summer leave, with rates to apply as in 2C.

3. Applicants must:

- A. Have served for seven (7) years in the Bridgehampton School System.
- B. Submit an application letter to the Superintendent stating:
  - a. the specific duration of leave requested, and
  - b. how the individual's program conforms to the requirements of section 1 paragraphs a, b and c.
- C. Submit the application letter by:
  - a. January 15<sup>th</sup> of the year in which a full year's leave or a single fall semester leave is being requested.
  - b. September 15<sup>th</sup> of the year preceding the year in which a single semester leave is being requested.
  - c. April 15<sup>th</sup> of the year in which a summer leave is being requested.

4. The Board will inform all applicants in writing of a decision within one month of the deadline date for application.

5. Any teacher granted a leave will be eligible to apply again for another leave according to the following schedule:



If leave is granted for one summer, the teacher may re-apply after three years.

If leave is granted for two consecutive summers, the teacher may re-apply after five years.

If leave is granted for one-semester, the teacher may re-apply after five years.

If leave is granted for one full year, the teacher may re-apply after seven years.

6. At the appropriate time, the applicant will sign an agreement to resume his duties upon return from SABBATICAL LEAVE for a period of at least one year.

7. Teachers returning from leaves will be given one year of service credit for time on leave and the salary schedule then in effect shall automatically apply.

8. All leaves shall be granted solely at the discretion of the Board.

9. A report on sabbatical experience will be required upon completion of the term of sabbatical; if summer sabbatical, at the conclusion of each summer period for which granted. Said report is to be given to the Board of Education.

I. Jury Duty

If a teacher is called to jury duty, he or she shall be given a leave of absence with pay equal in length to the number of days his/her attendance upon jury duty is required. This absence shall not be deducted from sick leave or personal leave. Monetary compensation paid to the teacher for performing jury duty must be turned over to the school district upon its receipt exclusive of mileage allowance. All employees must notify his/her immediate supervisor as soon as possible after receipt of notice of jury service, and a copy of such notice shall be provided to the Business Office as soon as possible and prior to the date for such service. In addition, proof of jury service must be submitted to the Business Office upon completion of jury service. Failure to submit notification and proof of jury service may result in a loss of pay for days served.

J. Military Duty

Every employee shall be paid his/her regular salary for any and all periods of absence while engaged in the performance of ordered military duty and while going to and returning from such duty not exceeding thirty days in any one calendar year or thirty days in any one continuous period of absence.

K. Termination of Employment Pay  
(Members may choose from Option A or Option B)

Option A:

Teachers who have completed a minimum of twenty (20) years of service at Bridgehampton School will be paid for a portion of the unused sick leave that they have accumulated at the time of retirement or being excessed because of consolidation or some other form of reorganization and provided a new district does not grant the accumulated sick leave. The teachers will be paid their regular daily rate (that is, their annual contract salary divided by 180) for each day to be given is shown in the following table.

<u>Number of Years Completed At Bridgehampton Schools</u>	<u>Pay for the Number of Days</u>
Twenty (20)	35% of the number of unused Accumulated sick days.
Twenty-five (25)	40% of the number of unused Accumulated sick days.
Thirty (30)	40% of the number of the unused Accumulated sick days.

Option B:

Members who have completed a minimum of twenty (20) years of service at Bridgehampton School and who have accumulated 210 unused sick days at the time of retirement or being excessed because of consolidation or some other reorganization and provided a new district does not grant the accumulated sick leave may return 210 unused sick leave days to the district and leave the district one semester early with ½ annual salary paid on the last day of the semester. A letter of intent to exercise this option will be sent to the district one semester before termination of employment; 90 unused sick leave days, one quarter early with 1/4 of the annual salary.

L. Health Insurance

Each teacher and his/her family is eligible for Group Health Insurance coverage. Benefits are provided under the CORE Empire Plan with enhancements. Domestic partner health insurance benefits shall be available to BTA members who are eligible for health insurance in accordance with this Agreement and criteria established by NYSHIP.

Blue Cross provides basic benefits. In addition, the teacher, teaching assistant or nurse elects either the benefits under the Group Health Insurance (GHI) program or the CORE Empire Plan with enhancements. For the 2013-14 and 2014-15 school years, teachers, teaching assistants and nurses shall pay twelve (12%) percent of the individual or family premium as applicable. Beginning with the 2015-16 school year, teachers, teaching assistants and nurses shall pay fourteen (14%) percent of the individual or family premium as applicable. Beginning

with the 2016-17 school year and thereafter, teachers, teaching assistants and nurses shall pay sixteen (16%) percent of the individual or family premium as applicable.

Notwithstanding the above, should NYSHIP Employee Benefits Division Policy Memorandum 122r3, which restricts NYSHIP opt-out provisions which is the subject of litigation, be reinstated, no opt-out pursuant to this paragraph will be valid if, as a result, the employee is a dependent upon a spouse's NYSHIP Plan. Teachers shall be permitted to participate in the District's IRS 125 Plan.

If both parties agree, a different health insurance program could be selected. The Association agrees that it will not unreasonably withhold its agreement to such a change provided that the benefits provided by the newly procured plan shall be equal to or better than benefits provided by the current carrier at the time of conversion.

Health benefits are available for Long Term Substitutes after thirty days of employment. The Board will assume 50% of the appropriate level of health benefits. Long Term Substitutes will be given the option of contributing 50% after 30 full school days of employment. If a Long Term Substitute does not elect to contribute the remaining 50%, no health-benefits will be provided.

Teachers who are eligible to receive any health insurance coverage from the District may opt not to be covered by the District. Teachers who elect not to be covered for health insurance by the District for 12 months shall be entitled to receive 50% of the family premium paid by the District if the employee previously had family coverage or 50% of the individual premium paid by the District if the employee previously had individual coverage provided the teacher remains uncovered by the District for twelve (12) consecutive months. New teachers may elect either to decline family or individual coverage as applicable. The employee shall give notice of declination of health benefits no later than 30 days prior to the planned benefit termination date. Teachers making this election shall submit sworn statements to the District indicating that they have health insurance coverage under another plan. For the first year of this contract, teachers who decline health benefits shall receive a "pro-rata" amount of the 50% premium.

Nothing contained herein shall preclude a member of the bargaining unit from applying to re-enter the District's health insurance plan waive any applicable waiting period but shall not be otherwise obligated to take any further action or pay any additional amounts. If a teacher must re-enter the District's health plan prior to the end of the 12 month period that the teacher opted out of, he/she shall forfeit any stipend for opting out of the plan.

M. Dental Insurance

During the life of the contract, the district will contribute \$25,000 per year to a dental insurance plan to be selected by the BTA membership. The BTA membership has selected a dental plan with Delta Dental to be implemented as soon as practicable. Such dental insurance plan may be offered to members of the bargaining unit and their spouses, dependents and domestic partners upon such terms and conditions as determined by the dental insurance plan and the BTA membership.

N. Retired Teacher Health Benefits

Payment of health and dental insurance benefits for retirees prior to July 1, 2003 will continue to be provided in accordance with past practice. Unit members retiring on or after July 1, 2004 shall be required to contribute toward health insurance in accordance with the percentage of contribution applicable to such member at the time of retirement.

O. Pre-Paid Legal

The district shall provide bargaining unit members with NYSUT'S Group Pre-Paid Legal Services Plan (the "Plan") at the cost of \$45.00 per member per year as described in the Plan Summary annexed hereto.

P. Part-time teachers will be eligible for sick time and personal time on a "pro-rata" basis. Part-time teachers may enroll in the District's health, dental, and prepaid legal plans, provided that they contribute toward the premiums for these plans on a "pro-rata" basis.

Part-time teachers are not entitled to any other benefits under the CBA.

The District shall contribute 50% toward individual and 35% toward family insurance in accordance with the minimum contributions as applicable to the empire plan for employees working .5 full time equivalent status, and the District's contribution toward individual and family health insurance for part-time employees working more than .5 full time equivalent status shall be increased beyond those percentages in proportion to the extent the employee exceeds .5 full-time equivalent status, up to the maximum of the District's contribution for full-time employees.

Q. Optical Insurance

The District shall contribute \$8,000 per school year, toward optical insurance. Such optical insurance plan may be offered to members of the bargaining unit and their spouses, dependents and domestic partners upon such terms and conditions as determined by the optical insurance plan and the BTA membership.

**ARTICLE IX**

**MISCELLANEOUS PROVISIONS**

This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of both-parties in a written and signed amendment to this agreement. Before the Board adopts a change in policy which affects any other condition of employment not covered by the terms of this agreement and which has not been proposed by the Association, the Board will notify the Association in writing that it is considering a change.

## **ARTICLE X**

### **DURATION**

This contract will run from July 1, 2013 through June 30, 2018. However, no provision of this contract except "Payment for Accumulation Sick Leave . . ." as amended, shall apply to members of the Association who at any time during the contract period are no longer employed by the Bridgehampton School District as a result of consolidation or district reorganization. This in no way shall diminish or eliminate any rights or privileges that teachers have under the Education Law.

## **ARTICLE XI**

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

**SIGNATORY PAGE**

The Board of Education of the Bridgehampton School District #9 and the Bridgehampton Teachers' Association mutually accept the terms, conditions, and schedules contained in the ELEVEN (11) articles of this agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this \_\_\_\_ day of \_\_\_\_\_, 2015.

Dated: \_\_\_\_\_

BRIDGEHAMPTON UNION FREE  
SCHOOL DISTRICT

By: \_\_\_\_\_  
DR. Lois R. Favre  
Superintendent of Schools

Dated: \_\_\_\_\_

BRIDGEHAMPTON TEACHERS'  
ASSOCIATION

By: \_\_\_\_\_  
Helen Wolfe  
Co-Presidents

By: \_\_\_\_\_  
Nina Merkert  
Co-President

Appendix A

APPLICATION FOR APPROVAL OF COURSES  
FOR

Salary Increment & Tuition Refund

Date of Application: \_\_\_\_\_  
Name of Teacher \_\_\_\_\_  
College Offering Course: \_\_\_\_\_  
Semester Offered: \_\_\_\_\_  
Course Date: Department : \_\_\_\_\_  
Number of Course(s): \_\_\_\_\_  
Name of Course(s): \_\_\_\_\_  
Tuition and Fees: \_\_\_\_\_

Approved for salary increment \_\_\_\_\_  
Approved for tuition refund \_\_\_\_\_  
Not Approved \_\_\_\_\_  
(to be returned to the teacher)

After completion of an approved course, the teacher must present evidence of passing the course\* and must present a receipt showing the amount of tuition paid. Registration fees and lab fees are considered part of the tuition for refund purposes. Reimbursement will be 50% of the total tuition and fees.

For tuition refund purposes, the grade should be B or better.

Earning Schedule for Date Range: 07/01/13 - 06/30/14 Schedule : 85 NYSUT 2013-14 (0%) ROLLOVER-USED THI Contractual: Contract

STEP	TA	BA	BA10	BA20	BA30	BA40	BA50	M	BA60	M10	M20	M30	M40	M50
1	28,828	48,045	50,688	53,330	55,973	58,615	61,258	61,258	63,900	63,900	66,543	69,185	71,827	74,471
2		50,448	53,090	55,733	58,375	61,017	63,660	63,660	66,302	66,302	68,946	71,587	74,231	76,873
3		52,850	55,492	58,135	60,777	63,420	66,062	66,062	68,706	68,706	71,348	73,990	76,633	79,275
4		55,492	58,135	60,777	63,420	66,062	68,706	68,706	71,348	71,348	73,990	76,633	79,275	81,918
5		58,135	60,777	63,420	66,062	68,706	71,348	71,348	73,990	73,990	76,633	79,275	81,918	84,560
6		61,017	63,660	66,302	68,946	71,587	74,231	74,231	76,873	76,873	79,516	82,158	84,800	87,443
7		63,900	66,543	69,185	71,827	74,471	77,113	77,113	79,756	79,756	82,398	85,041	87,683	90,326
8		66,783	69,425	72,069	74,711	77,354	79,996	79,996	82,638	82,638	85,281	87,923	90,566	93,208
9		69,665	72,309	74,951	77,594	80,236	82,879	82,879	85,521	85,521	88,164	90,806	93,448	96,091
10		72,549	75,192	77,834	80,476	83,119	85,761	85,761	88,404	88,404	91,046	93,689	96,331	98,974
11		75,432	78,074	80,717	83,359	86,002	88,644	88,644	91,286	91,286	93,929	96,571	99,214	101,856
12		78,314	80,957	83,599	86,242	88,884	91,527	91,527	94,169	94,169	96,812	99,454	102,096	104,739
13		81,197	83,840	86,482	89,124	91,767	94,409	94,409	97,052	97,052	99,694	102,337	104,979	107,622
14		84,080	86,722	89,365	92,007	94,650	97,292	97,292	99,934	99,934	102,577	105,219	107,862	110,504
15		86,962	89,605	92,247	94,890	97,532	100,175	100,175	102,817	102,817	105,460	108,102	110,744	113,387
16		89,845	92,488	95,130	97,772	100,415	103,057	103,057	105,700	105,700	108,342	110,985	113,627	116,269
17		92,728	95,370	98,013	100,655	103,298	105,940	105,940	108,582	108,582	111,225	113,867	116,511	119,153
18		95,610	98,253	100,895	103,538	106,180	108,823	108,823	111,465	111,465	114,107	116,750	119,392	122,036
19		98,493	101,136	103,778	106,420	109,063	111,705	111,705	114,348	114,348	116,990	119,634	122,276	124,918
20		101,376	104,018	106,661	109,303	111,945	114,588	114,588	117,230	117,230	119,874	122,516	125,159	127,801
21		104,258	106,901	109,543	112,186	114,828	117,472	117,472	120,114	120,114	122,756	125,399	128,041	130,684
22		107,141	109,784	112,426	115,068	117,712	120,354	120,354	122,997	122,997	125,639	128,282	130,924	133,566

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Earning Schedule for Date Range: 07/01/14 - 06/30/15 Schedule : 91 NYSUT 2014-15 (0%) ROLLOVER-USED THI Contractual: Contract

STEP	TA	BA	BA10	BA20	BA30	BA40	BA50	M	BA60	M10	M20	M30	M40	M50
1	28,828	48,045	50,688	53,330	55,973	58,615	61,258	61,258	63,900	63,900	66,543	69,185	71,827	74,471
2		50,448	53,090	55,733	58,375	61,017	63,660	63,660	66,302	66,302	68,946	71,587	74,231	76,873
3		52,850	55,492	58,135	60,777	63,420	66,062	66,062	68,706	68,706	71,348	73,990	76,633	79,275
4		55,492	58,135	60,777	63,420	66,062	68,706	68,706	71,348	71,348	73,990	76,633	79,275	81,918
5		58,135	60,777	63,420	66,062	68,706	71,348	71,348	73,990	73,990	76,633	79,275	81,918	84,560
6		61,017	63,660	66,302	68,946	71,587	74,231	74,231	76,873	76,873	79,516	82,158	84,800	87,443
7		63,900	66,543	69,185	71,827	74,471	77,113	77,113	79,756	79,756	82,398	85,041	87,683	90,326
8		66,783	69,425	72,069	74,711	77,354	79,996	79,996	82,638	82,638	85,281	87,923	90,566	93,208
9		69,665	72,309	74,951	77,594	80,236	82,879	82,879	85,521	85,521	88,164	90,806	93,448	96,091
10		72,549	75,192	77,834	80,476	83,119	85,761	85,761	88,404	88,404	91,046	93,689	96,331	98,974
11		75,432	78,074	80,717	83,359	86,002	88,644	88,644	91,286	91,286	93,929	96,571	99,214	101,856
12		78,314	80,957	83,599	86,242	88,884	91,527	91,527	94,169	94,169	96,812	99,454	102,096	104,739
13		81,197	83,840	86,482	89,124	91,767	94,409	94,409	97,052	97,052	99,694	102,337	104,979	107,622
14		84,080	86,722	89,365	92,007	94,650	97,292	97,292	99,934	99,934	102,577	105,219	107,862	110,504
15		86,962	89,605	92,247	94,890	97,532	100,175	100,175	102,817	102,817	105,460	108,102	110,744	113,387
16		89,845	92,488	95,130	97,772	100,415	103,057	103,057	105,700	105,700	108,342	110,985	113,627	116,269
17		92,728	95,370	98,013	100,655	103,298	105,940	105,940	108,582	108,582	111,225	113,867	116,511	119,153
18		95,610	98,253	100,895	103,538	106,180	108,823	108,823	111,465	111,465	114,107	116,750	119,392	122,036
19		98,493	101,136	103,778	106,420	109,063	111,705	111,705	114,348	114,348	116,990	119,634	122,276	124,918
20		101,376	104,018	106,661	109,303	111,945	114,588	114,588	117,230	117,230	119,874	122,516	125,159	127,801
21		104,258	106,901	109,543	112,186	114,828	117,472	117,472	120,114	120,114	122,756	125,399	128,041	130,684
22		107,141	109,784	112,426	115,068	117,712	120,354	120,354	122,997	122,997	125,639	128,282	130,924	133,566

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Earning Schedule for Date Range: 07/01/15 - 06/30/16 Schedule : 107 NYSUT 2015-16 (0.5% WITH STEP)- USED Contractual: Contract

STEP	TA	BA	BA10	BA20	BA30	BA40	BA50	M	BA60	M10	M20	M30	M40	M50
1	28,972	48,285	50,941	53,597	56,253	58,908	61,564	61,564	64,220	64,220	66,876	69,531	72,186	74,843
2		50,700	53,355	56,012	58,667	61,322	63,978	63,978	66,634	66,634	69,291	71,945	74,602	77,257
3		53,114	55,769	58,426	61,081	63,737	66,392	66,392	69,050	69,050	71,705	74,360	77,016	79,671
4		55,769	58,426	61,081	63,737	66,392	69,050	69,050	71,705	71,705	74,360	77,016	79,671	82,328
5		58,426	61,081	63,737	66,392	69,050	71,705	71,705	74,360	74,360	77,016	79,671	82,328	84,983
6		61,322	63,978	66,634	69,291	71,945	74,602	74,602	77,257	77,257	79,914	82,569	85,224	87,880
7		64,220	66,876	69,531	72,186	74,843	77,499	77,499	80,155	80,155	82,810	85,466	88,121	90,778
8		67,117	69,772	72,429	75,085	77,741	80,396	80,396	83,051	83,051	85,707	88,363	91,019	93,674
9		70,013	72,671	75,326	77,982	80,637	83,293	83,293	85,949	85,949	88,605	91,260	93,915	96,571
10		72,912	75,568	78,223	80,878	83,535	86,190	86,190	88,846	88,846	91,501	94,157	96,813	99,469
11		75,809	78,464	81,121	83,776	86,432	89,087	89,087	91,742	91,742	94,399	97,054	99,710	102,365
12		78,706	81,362	84,017	86,673	89,328	91,985	91,985	94,640	94,640	97,296	99,951	102,606	105,263
13		81,603	84,259	86,914	89,570	92,226	94,881	94,881	97,537	97,537	100,192	102,849	105,504	108,160
14		84,500	87,156	89,812	92,467	95,123	97,778	97,778	100,434	100,434	103,090	105,745	108,401	111,057
15		87,397	90,053	92,708	95,364	98,020	100,676	100,676	103,331	103,331	105,987	108,643	111,298	113,954
16		90,294	92,950	95,606	98,261	100,917	103,572	103,572	106,229	106,229	108,884	111,540	114,195	116,850
17		93,192	95,847	98,503	101,158	103,814	106,470	106,470	109,125	109,125	111,781	114,436	117,094	119,749
18		96,088	98,744	101,399	104,056	106,711	109,367	109,367	112,022	112,022	114,678	117,334	119,989	122,646
19		98,985	101,642	104,297	106,952	109,608	112,264	112,264	114,920	114,920	117,575	120,232	122,887	125,543
20		101,883	104,538	107,194	109,850	112,505	115,161	115,161	117,816	117,816	120,473	123,129	125,785	128,440
21		104,779	107,436	110,091	112,747	115,402	118,059	118,059	120,715	120,715	123,370	126,026	128,681	131,337
22		107,677	110,333	112,988	115,643	118,301	120,956	120,956	123,612	123,612	126,267	128,923	131,579	134,234

Report Completed 9:56 AM

Earning Schedule for Date Range: 07/01/16 - 06/30/17 Schedule : 109 NYSUT 2016-17 (0.5% WITH STEP) - BAS Contractual: Contract

STEP	TA	BA	BA10	BA20	BA30	BA40	BA50	M	BA60	M10	M20	M30	M40	M50
1	29,117	48,526	51,196	53,865	56,534	59,203	61,872	61,872	64,541	64,541	67,210	69,879	72,547	75,217
2		50,954	53,622	56,292	58,960	61,629	64,298	64,298	66,967	66,967	69,637	72,305	74,975	77,643
3		53,380	56,048	58,718	61,386	64,056	66,724	66,724	69,395	69,395	72,064	74,732	77,401	80,069
4		56,048	58,718	61,386	64,056	66,724	69,395	69,395	72,064	72,064	74,732	77,401	80,069	82,740
5		58,718	61,386	64,056	66,724	69,395	72,064	72,064	74,732	74,732	77,401	80,069	82,740	85,408
6		61,629	64,298	66,967	69,637	72,305	74,975	74,975	77,643	77,643	80,314	82,982	85,650	88,319
7		64,541	67,210	69,879	72,547	75,217	77,886	77,886	80,556	80,556	83,224	85,893	88,562	91,232
8		67,453	70,121	72,791	75,460	78,130	80,798	80,798	83,466	83,466	86,136	88,805	91,474	94,142
9		70,363	73,034	75,703	78,372	81,040	83,709	83,709	86,379	86,379	89,048	91,716	94,385	97,054
10		73,277	75,946	78,614	81,282	83,953	86,621	86,621	89,290	89,290	91,959	94,628	97,297	99,966
11		76,188	78,856	81,527	84,195	86,864	89,532	89,532	92,201	92,201	94,871	97,539	100,209	102,877
12		79,100	81,769	84,437	87,106	89,775	92,445	92,445	95,113	95,113	97,782	100,451	103,119	105,789
13		82,011	84,680	87,349	90,018	92,687	95,355	95,355	98,025	98,025	100,693	103,363	106,032	108,701
14		84,923	87,592	90,261	92,929	95,599	98,267	98,267	100,936	100,936	103,605	106,274	108,943	111,612
15		87,834	90,503	93,172	95,841	98,510	101,179	101,179	103,848	103,848	106,517	109,186	111,854	114,524
16		90,745	93,415	96,084	98,752	101,422	104,090	104,090	106,760	106,760	109,428	112,098	114,766	117,434
17		93,658	96,326	98,996	101,664	104,333	107,002	107,002	109,671	109,671	112,340	115,008	117,679	120,348
18		96,568	99,238	101,906	104,576	107,245	109,914	109,914	112,582	112,582	115,251	117,921	120,589	123,259
19		99,480	102,150	104,818	107,487	110,156	112,825	112,825	115,495	115,495	118,163	120,833	123,501	126,171
20		102,392	105,061	107,730	110,399	113,068	115,737	115,737	118,405	118,405	121,075	123,745	126,414	129,082
21		105,303	107,973	110,641	113,311	115,979	118,649	118,649	121,319	121,319	123,987	126,656	129,324	131,994
22		108,215	110,885	113,553	116,221	118,893	121,561	121,561	124,230	124,230	126,898	129,568	132,237	134,905

Report Completed 10:04 AM

Earning Schedule for Date Range: 07/01/17 - 06/30/18 Schedule : 110 NYSUT 2017-18 (0.75% + STEP) - BASED Contractual: Contract

STEP	TA	BA	BA10	BA20	BA30	BA40	BA50	M	BA60	M10	M20	M30	M40	M50
1	29,335	48,890	51,580	54,269	56,958	59,647	62,336	62,336	65,025	65,025	67,714	70,403	73,091	75,781
2		51,336	54,024	56,714	59,402	62,091	64,780	64,780	67,469	67,469	70,159	72,847	75,537	78,225
3		53,780	56,468	59,158	61,846	64,536	67,224	67,224	69,915	69,915	72,604	75,292	77,982	80,670
4		56,468	59,158	61,846	64,536	67,224	69,915	69,915	72,604	72,604	75,292	77,982	80,670	83,361
5		59,158	61,846	64,536	67,224	69,915	72,604	72,604	75,292	75,292	77,982	80,670	83,361	86,049
6		62,091	64,780	67,469	70,159	72,847	75,537	75,537	78,225	78,225	80,916	83,604	86,292	88,981
7		65,025	67,714	70,403	73,091	75,781	78,470	78,470	81,160	81,160	83,848	86,537	89,226	91,916
8		67,959	70,647	73,337	76,026	78,716	81,404	81,404	84,092	84,092	86,782	89,471	92,160	94,848
9		70,891	73,582	76,271	78,960	81,648	84,337	84,337	87,027	87,027	89,716	92,404	95,093	97,782
10		73,827	76,516	79,204	81,892	84,583	87,271	87,271	89,960	89,960	92,649	95,338	98,027	100,716
11		76,759	79,447	82,138	84,826	87,515	90,203	90,203	92,893	92,893	95,583	98,271	100,961	103,649
12		79,693	82,382	85,070	87,759	90,448	93,138	93,138	95,826	95,826	98,515	101,204	103,892	106,582
13		82,626	85,315	88,004	90,693	93,382	96,070	96,070	98,760	98,760	101,448	104,138	106,827	109,516
14		85,560	88,249	90,938	93,626	96,316	99,004	99,004	101,693	101,693	104,382	107,071	109,760	112,449
15		88,493	91,182	93,871	96,560	99,249	101,938	101,938	104,627	104,627	107,316	110,005	112,693	115,383
16		91,426	94,116	96,805	99,493	102,183	104,871	104,871	107,561	107,561	110,249	112,939	115,627	118,315
17		94,360	97,048	99,738	102,426	105,115	107,805	107,805	110,494	110,494	113,183	115,871	118,562	121,251
18		97,292	99,982	102,670	105,360	108,049	110,738	110,738	113,426	113,426	116,115	118,805	121,493	124,183
19		100,226	102,916	105,604	108,293	110,982	113,671	113,671	116,361	116,361	119,049	121,739	124,427	127,117
20		103,160	105,849	108,538	111,227	113,916	116,605	116,605	119,293	119,293	121,983	124,673	127,362	130,050
21		106,093	108,783	111,471	114,161	116,849	119,539	119,539	122,229	122,229	124,917	127,606	130,294	132,984
22		109,027	111,717	114,405	117,093	119,785	122,473	122,473	125,162	125,162	127,850	130,540	133,229	135,917

Report Completed 10:09 AM

